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Laissez-Faire Affirmative Action

Europe Eschews U.S.-Style Remedies to Discrimination

By Richard W. Stevenson
New York Times Service

LONDON — As a Nigerian-born chef working in Britain, Richard Olufeko has encountered plenty of workplace discrimination, including being demoted and then dismissed two years ago from a London restaurant in what a government equal-opportunity board later ruled was an act of blatant racism.

But when it comes to redressing discrimination, he is wary of American-style affirmative action plans, where jobs can be seen to go to people because of their race or sex.

Although he has some reservations, Mr. Olufeko broadly supports Britain's system, which outlaws employment discrimination generally, but bars the use of quotas or any preference programs to help end bias in hiring and promotion.

"It's important to have a certain number of black people in a workplace to provide representation and encouragement," Mr. Olufeko said. "But we have to be careful here. When you try to force people to do something, it often backfires."

Affirmative action is not yet as hotly debated in Europe as it is in the United States. But as their populations become more racially and ethnically diverse, and as women demand greater economic opportunities, many European countries are being forced to deal more directly with employment discrimination.

While they are still grappling with how to address the issue, there is a growing consensus among governments, employers, unions and groups representing minorities and women that the American model of aggressive affirmative action creates more problems than it solves.

The European approach, which has generally involved governments' financing training programs, encouraging employers to step up recruitment and taking legal action in discrimination

cases, has yielded some successes, mostly in increasing the proportion of women hired by national and local governments. But progress in changing employment patterns in corporate Britain has been much slower, and little effort has been directed so far at increasing minority opportunities in either the public or the private sector.

"The mentality is such that if you want to make progress toward equality you have to adopt means that are acceptable to people," said Catherine Comet-Simpson, a lawyer with the International Labor Organization in Geneva. "If you engage in discrimination to find remedies to discrimination, it would not be accepted. In the U.S., it was accepted, and perhaps it went too far."

People who study employment discrimination say that women in Europe are badly underrepresented outside of such traditional female jobs as cashier, nurse and teacher and that the underrepresentation is particularly acute in the upper ranks of big corporations.

Women in Europe are also paid substantially less on the average than men for the same work. The International Labor Organization said the disparity ranges from 20 percent to 50 percent depending on job category and country. In France the average differential is 30 percent, the group said.

About 85 percent of the 53,000 employees of Marks & Spencer are women, but none of the British retailer's top 17 executives and only two of its 32 divisional directors are women. The company said the proportion of women in its senior executive ranks is increasing.

In Britain, men and women from racial and ethnic minorities are twice as likely as white people to be unemployed, although

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The Associated Press
President Alija Izetbegovic of Bosnia, with a bodyguard, walking through the military cemetery of Sarajevo, which Bosnian Serbs warned against unifying.

Irish Pro-Divorce Vote Faces Challenge

By James F. Clarity
New York Times Service

DUBLIN — On the day after confirmation of Ireland's hair-splitting approval of a constitutional amendment permitting divorce, the government braced itself Sunday for a court challenge of the result.

The two largest anti-divorce organizations said they would meet on Monday to consider a court challenge. A smaller group said it would initiate its own challenge.

"The result reflects a huge change in social attitudes," said Dick Spring, the deputy prime minister and foreign minister. "I would prefer it if the decision was respected," he added. "If there's a challenge, so be it."

The vote-count Saturday showed that the Friday referendum had approved the amendment by a margin of 50.3 percent to 49.7, or a majority of slightly more than 9,100 "yes" ballots out of the 1.6 million cast by an overwhelmingly Roman Catholic population of 3.5 million, a turnout of about 62 percent of eligible voters. A heavy "yes" vote in the Dublin area overcame a majority "no" vote in rural areas in the only country in Europe where divorce was forbidden.

The rancorous campaign was fought vigorously between the government, which supported the amendment, and the enormously influential Roman Catholic hierarchy and anti-divorce groups. The result reversed a 2-to-1 defeat for a divorce amendment in 1986. The new amendment

deletes the prohibitions against divorce and remarriage that were explicit in the 1937 constitution.

The approved amendment specifies that when "there is no reasonable prospect of a reconciliation," and the couple have lived apart for four of the five years before application, a civil divorce may be granted. If there is no constitutional challenge, the

The result appeared to indicate that the church's authority has weakened.

amendment may be signed by the president in a matter of weeks. The Parliament, which has already voted almost unanimously for the language of the approved amendment, would then be charged with passing implementing legislation.

Several prominent anti-divorce campaigners said Sunday that their challenge would be based on a Supreme Court decision on Nov. 17, a week before the voting, that ordered the government to stop spending public money on its pro-divorce campaign, which included mailing pamphlets to virtually every household in the country.

The opponents of divorce argued Sunday that the amount of public money spent by the government could easily have made the difference in the vote. Gerald Hogan, law professor at Trinity College in Dublin who was not involved in the campaign, said

that Irish court precedent was that referendum results could be challenged only "where irregularity can affect a result."

Government officials argued that before the Supreme Court had ordered them to stop spending public money, lower courts had approved it.

William Binchy, a Trinity law professor and a leader in the anti-divorce campaign, said the spending of public money, about \$800,000, had been ruled "unconstitutional and undemocratic conduct by the government." He said he would meet with other opponents of divorce on Monday to decide whether to challenge the result. A similar statement was made by a well-known retired judge, Rory O'Hanlon, who used to sit in the High Court, which would consider the challenge.

A church spokesman issued a bland statement, with no recriminations, calling on the government and the people to help those suffering in broken marriages. There was no indication whether the hierarchy would support a challenge of the result.

The result indicated a weakening of the authority of the church, which has acknowledged damage to its image by sexual abuse cases involving priests.

Ordinary citizens seemed inclined to let the debate drop, and turned their minds to other matters, like the cold winter rain that falls continually, Christmas shopping, the opening of a stage version of "Great Expectations" at the Gaiety Theater and President Bill Clinton, who arrives in Dublin on Friday morning for a one-day stay.

The latest monetary dispute involves the so-called Valencia dilemma. When EU finance ministers and central bankers met in Spanish city on Sept. 30, they decided to base their judgment of which EU countries will fulfill the criteria for a single currency on economic data for 1997. But they also agreed that the future European central bank would need almost a full year to prepare for the new currency's launching on Jan. 1, 1999. The central bank can be established only when Europe knows which countries will join the plan.

At a meeting of the Union's secretive monetary committee in Brussels on Tuesday, German officials contended that the Union might not be ready to make a decision until May 1998 because of the need to ensure that data on 1997 government deficits, debts, inflation and interest rates are rock solid, EU monetary officials said. Only Germany, Luxembourg and Ireland meet all the criteria today, and Bonn wants to make sure that any other participants in a single currency can prove their fulfillment of the criteria beyond any doubt.

French officials, who initially wanted to make the single-currency decision as late as possible, have now agreed to do so. The differences between Bonn and Paris could prevent EU finance ministers from agreeing on a scenario for introducing a single currency when they gather here Monday, EU officials said. The scenario, which calls for the currency to be introduced in stages between Jan. 1, 1999 and mid-2002, is supposed to be endorsed by EU leaders as the centerpiece of their summit meeting in Madrid on Dec. 15 and 16.

The ministers will also hear for the first time Finance Minister Theo Waigel outline Germany's plan for a so-called Stability Pact to enforce budgetary discipline after the launching of a single currency.

Although the concept has won broad endorsement since Mr. Waigel floated it on Nov. 7, EU officials warned that there was no agreement yet on his call for automatic sanctions against countries that run deficits exceeding 3 percent of gross domestic product.

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AGENDA

Mandela Called 'A Con Artist'

JOHANNESBURG (Reuters) — South Africa's fight over indemnity for apartheid-era crimes heated up Sunday when the National Party of Second Deputy President Frederik W. de Klerk accused President Nelson Mandela of trying to mislead the country.

"President Mandela is a con artist," said the statement by the junior partner to the African National Congress in the government of national unity. "He is consistently and continuously attempting to mislead the public." The comment fed the dispute over whether people should be prosecuted for crimes committed during the war over apartheid.

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PROTEST — Thousands of ultraorthodox Jews chanting prayers in Jerusalem to protest archaeological digs at an ancient cemetery. Page 9.

A French-German Feud Festers on Currency Plan

By Tom Buerkle
International Herald Tribune

BRUSSELS — In a new sign of tension behind Europe's single-currency project, Germany and France have locked themselves in a last-minute dispute over when to decide which European Union countries will enter a monetary union.

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See EU, Page 8

Manila and Muslims Try Again for Peace

By Michael Richardson
International Herald Tribune

SINGAPORE — Envoy of the Philippine government and Muslim rebels will meet in Indonesia on Monday in an effort to settle a war over religion and political autonomy that has brought death and destruction to the Philippines for more than two decades.

The talks to end the conflict, one of the few remaining armed uprisings in Southeast Asia, are a critical test of whether the predominantly Christian Philippines can find a peaceful solution to the grievances of its Muslim minority.

The talks, which open in Jakarta on Monday and are scheduled to end by Fri-

day, are the third round of negotiations between the Philippine government and the mainstream Muslim forces of the Moro National Liberation Front since 1992.

Fidel V. Ramos, the Philippine president, said Sunday he was optimistic the talks would bring peace.

But the front's leader, Nur Misuari, said the government's insistence on holding a plebiscite on Muslim autonomy undercut the talks. He warned of a resumption of fighting in the southern Philippines if the negotiations failed.

Philippine police were on alert during the weekend on Mindanao, the main island in the southern Philippines and the home of most Muslim Filipinos, to guard against any attacks by Islamic radicals.

Analysts say that the outcome of the Jakarta talks may determine whether Southeast Asia can avoid the kind of violence between Muslims and non-Muslims that has torn Bosnia and the Middle East, and whether the Philippine government can consolidate its economic program by bringing peace to Mindanao, one of the country's richest regions.

Indonesia, which has the largest Muslim population in the world, is acting as broker in the peace negotiations because it wants to avoid a resurgence of Islamic militancy in the Philippines that could cause unrest among Muslims elsewhere in Southeast Asia, especially in Indonesia and Malaysia.

See TALKS, Page 8

Canada Puts Its Faith in the V-Chip to Wipe Out TV Violence

By Charles Trueheart
Washington Post Service

TORONTO — Every parent remembers the troubling moment when a child first goes sacerdotal in front of television set. For Maxine Lawson, not yet 2, had his first exposure to professional wrestling on television and right away started wrestling with himself and his teddy bears.

So the Willowdale, Ontario, single parent was more

than willing to serve as a guinea pig this fall for the new experimental weapon of choice in the parental defense against television sex and violence. It's a tiny piece of microcircuitry, invented by a Canadian, called the V-chip. The V is for violence.

This new technology allows parents to regulate what their children may watch. By setting ceilings on the level of permissible violence, sexuality or language, each household can customize its viewing options and block unwanted fare. Mrs. Lawson found the device "time-consuming to set" but expects it to

be a valuable tool as Caden gets older.

The V-chip soon could become a fact of life across North America, and conceivably ease the debate over children's access to televised mayhem and sex. President Bill Clinton and both houses of the U.S. Congress favor legislation mandating V-chip technology in all new sets. The fate of the law hangs on budget resolution in Washington.

But Canada is likely to enter the age of the V-chip first, and its agitation against mostly U.S.-made television violence makes it a fit guinea pig for the new

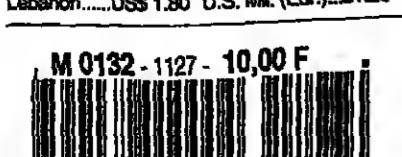
technology. Earlier this year, under the terms of a code of standards adopted by Canadian broadcasters, the "Mighty Morphin Power Rangers" show was yanked from the air by two Canadian companies.

In Canada, the V-chip and a proposed classification system for programs are already being tested in hundreds of households and could be generally available by the end of next year.

Canadian cable companies are eager to install the

See TV, Page 8

Newstand Prices	
Andorra	10.00 FF
Antilles	12.50 FF
Cameroun	1,800 CFA
Egypt	EE 5
France	10.00 FF
Gabon	1,100 CFA
Greece	350 Dr.
Italy	2,800 Lire
Ivory Coast	250 CFA
Jordan	1,250 JD
Kuwait	1,800 KWD
Lebanon	1,800 L. U.S. M. (Eur.) \$1.20
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Russia's Elections /Army Officers Are Off to the Races

The Military Gets Into the Action

By Steven Erlanger
New York Times Service

MOSCOW — With the support of President Boris N. Yeltsin, Russia's military is trying to influence parliamentary politics in a highly unusual way, running a slate of officers in the Dec. 17 election for the lower house of Parliament.

Mr. Yeltsin's loyal defense minister, General Pavel S. Grachev, has organized 123 officers, including 23 generals, to run in the head-to-head local constituency contests that will fill half the Duma's 450 seats.

Many of these districts contain large military bases. Their soldiers, most of them badly paid and housed, might be expected — together with their spouses, relatives and adult children — to vote for the designated officers.

The other half of the seats will be filled proportionally according to a separate party vote. The military has not organized its own party, but most of the main ones among the eligible 43 parties and blocs have military men among their top candidates.

Even now in Russia, about 1.5 million men and women serve in the military, and an additional 2.5 million people serve as Interior Ministry troops, police officers, border guards and so on. It is estimated that about half of Russia's 105 million voters have some connection to the military or to the military industry, which has also suffered from the changes in the country.

Many people believe that the Grachev slate is intended by the Kremlin to take military votes away from the Communists, ultranationalists and the populist former general, Alexander I. Lebed, said Dmitri Trenin, a former army officer and an analyst here for the Carnegie Endowment.

"The Kremlin is thinking

very hard, and Kremlin and Defense Ministry officials are not likely to tolerate anything perceived as anti-Yeltsin," he said.

The main target is the Communists and ultranationalists. "It is aimed at Lebed in a more distant way," Mr. Trenin said. "He's an issue for June 1996," when the presidential election is scheduled, "not so much for 1995."

For all the concern expressed here and abroad about the new-look Communist Party running better in the opinion polls than anyone else, officials around the ailing Mr. Yeltsin are fairly calm.

The poll figures are not as dire as they seem, and the structure of the election is likely to produce many centrist legislators from local districts.

In fact, as the television campaign begins, the Communists are getting only about 14 percent in the polls, just ahead of the Women of Russia, and the Communists' allies in the Agrarian Party are getting only 5 percent.

Even if the polls prove unreliable and the two parties together receive 24 or 25 percent of the vote — Vladimir V. Zhirinovsky, the ultranationalist, shocked the world with his 22.8 percent in December 1993 — Kremlin officials note that the popular vote for parties fills only half the seats.

In 1993, for example, Mr. Zhirinovsky's Liberal Democratic Party won only six seats in head-to-head contests. So his 22.8 percent of the vote turned into only 14 percent of the seats, and the now faltering liberal party of Yegor T. Gaidar, Russia's Choice, was the largest party in the lower house.

Most of those running in the local contests are provincial notables, mayors or administrative bosses who list themselves as independent but who are likely to favor

Russia's bureaucratic elite and a form of the status quo. The military slate will compete with this second part of the vote.

But generals are prominent on all of the major party lists. It is not only Mr. Yeltsin and General Grachev who hope to benefit from the more sour, defensive and nationalistic mood that envelops Russia these days.

Part of the new mood represents a reviving patriotism, but mostly it stems from disappointment. It represents the traditional reaction here to perceived international humiliation and weakness, especially after the collapse of the Soviet Union and given the Western plans to expand NATO into areas of former Soviet control.

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But if political views may differ, there is a military consensus that Russia's armed forces are weak, badly trained and paid, and increasingly poorly equipped — and that they need more money.

Officers who sit in Parliament would at the least be expected to vote for more spending for a military humiliated in Chechnya and feeling threatened by NATO expansion.

the army rather than take command of the ill-planned invasion of Chechnya a year ago, an adventure that Mr. Lebed also opposed.

General Lev Rokhlin, who finally led the Chechnya campaign and reorganized it — but who refused to accept a Hero of Russia medal for taking the Chechen capital — is high on the party list of Our Home Is Russia, led by Prime Minister Viktor S. Chernomyrdin.

Mr. Yeltsin's former vice president, Alexander V. Rutskoi, a hero of the Soviet war in Afghanistan who ran for president in 1991, is running his own slate this year, as is Boris V. Gromov, the former commander in the Afghan war who also ran in 1991.

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COMING UP
World War II and all of its baggage remain an enormous psychological burden for Germany and Russia.

How the Duma's Legislators Are Elected

New York Times Service

MOSCOW — The Parliament of the Russian Federation consists of the lower house, or State Duma, for which elections are scheduled for Dec. 17, and the upper house, or Federation Council, which is intended to represent the nation's 89 regions, republics and territories.

Both houses were elected in December 1993 for a special two-year term after President Boris N. Yeltsin dissolved the Soviet-era Congress by shellfire in Oc-

tober 1993 and installed a new constitution, which mandates a four-year term for Parliament and the president.

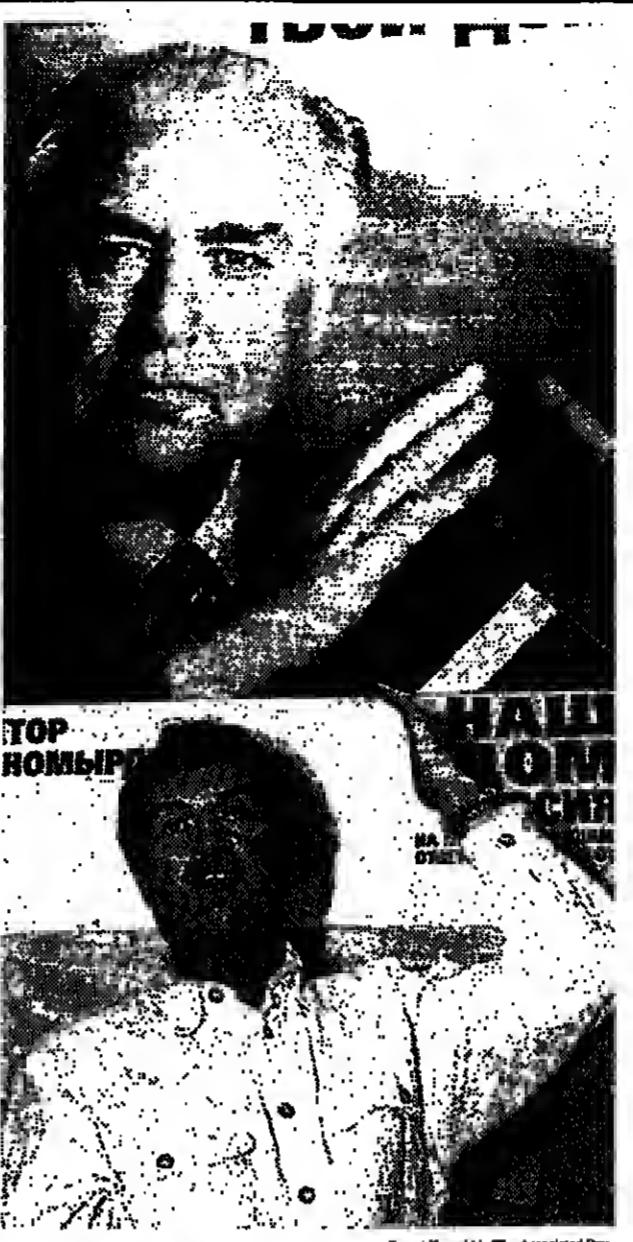
The 450 seats in the Duma are filled in two ways. Half are elected by proportional representation in votes for parties and blocks — 43 have qualified. As in Germany, a party must win at least 5 percent of the vote to get seats. The other half are elected in head-to-head contests in 225 local constituencies.

About 105 million eligible voters will

elect a Duma with relatively weak powers. It must confirm the prime minister, but if it rejects the president's nominee three times, the president can dissolve it and call for new elections. The president may also dissolve the body in the first year of its term, though.

The two houses can give the government a no-confidence vote twice in a set time period, forcing the president to name a new government or call elections.

— STEVEN ERLANGER



Sergei Karpovkin/The Associated Press

A rock musician, Glenn Hughes, speaking in Moscow on behalf of the Our Home Is Russia party headed by Prime Minister Viktor S. Chernomyrdin. He was invited to help the party's campaign for the elections.

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Talks Fail to End French Rail Strike

PARIS (AP) — Negotiations between the French state railroad and unions Sunday failed to end a strike that all but choked off weekend train traffic.

Originally, SNCF officials were scheduled to meet with union leaders Monday to discuss the draft plan, but moved the talks up to Sunday to try and end the strike.

Emerging from the talks Sunday evening, the unions read a joint declaration calling on railroad workers to vote to continue the walkout Monday.

Meanwhile, rail traffic remained crippled Sunday night. Only 25 percent of trains were running on most lines, and some were halted entirely, stranding weekend travelers trying to return to Paris. Two of the four urban express RER lines linking Paris to nearby suburbs were closed.

Russia to Impose Stricter Visa Rules

MOSCOW (AP) — Russia will retaliate against countries, including the United States and Germany, for imposing what it

contends are too strict visa rules on Russian travelers.

Russians trying to get tourist visas at embassies in Russia are often made to prove that they have no intention of remaining long term abroad, or that they have sufficient money to support themselves. Mikhail Timoshin, a consular service chief, was quoted as saying by Interfax news agency.

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Fathi Shaqaqi, killed by suspected Israeli agents, approached military officials said Sunday. Security officials have instructed officials to be on the alert as mourning ends in the first week of December. (AP)

Israel has increased security at offices around the world as an end to 40 days of mourning for the Islamic Jihad leader

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Indonesia said Friday that it had lifted a travel ban on foreigners who wished to visit the former Portuguese colony of East Timor. A government spokesman said foreigners with good intentions were welcome.

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Tamil Tiger Chief Turns Down Talks Sri Lanka Makes Its Offer As Troops Fight in Jaffna

Agence France-Presse

COLOMBO — The leader of the Tamil Tiger guerrillas rejected an offer of peace talks Sunday and vowed to keep up the campaign for independence.

Velupillai Prabhakaran, the leader of the Liberation Tigers of Tamil Eelam said in a speech over his clandestine radio that he was not willing to negotiate while government soldiers were in Jaffna, the Tigers' bastion in northern Sri Lanka.

"As long as Sri Lankan armed forces remain in Jaffna, the door for peace talks will remain shut tight," Mr. Prabhakaran said.

Her aides have said in recent weeks that the government believes the Tigers are opposed to any settlement that falls short of a separate Tamil state.

In a view shared by many Western diplomats, Mrs. Kumaratunga's advisers have concluded that only the death or capture of the Tiger leader, Mr. Prabhakaran, and his replacement by a moderate would be likely to incline the rebels toward a compromise that would keep Sri Lanka intact.

With government troops now well inside the city limits of Jaffna, Sri Lanka's second largest city, the rebels' prospects have reached their lowest ebb since they lost control of Jaffna to an Indian peacekeeping force that drove them out in 1987.

Mr. Prabhakaran then retreated to the Wanni jungles in north-central Sri Lanka, fought the Indian force and resumed control of Jaffna when the Indians withdrew from Sri Lanka in 1990.

Among doubters in Mrs. Kumaratunga's government, the fear is that bolding Jaffna will tie down a large part of Sri Lanka's 100,000-member armed forces, opening other parts of the island to Tiger attacks.

Already, the rebels have taken advantage of the concentration of the 35,000-man force besieging Jaffna to strike repeatedly, and with savage effect, elsewhere in Sri Lanka, in a broad arc southward from Jaffna through the central jungles and down the east coast.

TRAVEL UPDATE

THE AMERICAS

POLITICAL NOTES

Republicans Drop Aid Curb

WASHINGTON — Republicans in Congress have abandoned a plan to deny federal higher education aid to lawful immigrants, but still want to limit access to the Head Start program for the youngest legal aliens.

Republican welfare legislation would limit, and in some instances deny, the right of aliens lawfully in the United States to receive most kinds of federal aid, including food stamps, Medicaid and short-term child welfare.

But after protests from spokesmen for colleges and universities, who insisted that education was not welfare, a House-Senate conference committee decided last week to drop the proposed ban on immigrants receiving Pell grants, which provide scholarships to college students, and federal student loans.

The conference members did decide to require that immigrants have a citizen co-sign their student loans, a regulation not imposed on students who are citizens.

President Bill Clinton's aides have said he will veto the welfare bill because of other aspects, in particular reductions in spending for child nutrition and aid to the disabled, and provisions for maintaining state spending by considers weak. But the issue of education aid will not go away. The measure is also part of the big budget reconciliation bill. (NYT)

Race Initiative Gets Nowhere

WASHINGTON — More than a month after the Million Man March filled the capital's streets with blacks, official Washington has quietly backed away from proposals that would have given political leaders new roles in promoting racial reconciliation.

After declaring that "we owe the country a follow-up," President Bill Clinton has so far shown no sign that he intends to embark on new initiatives to address issues raised by the march. He has cooled to proposals for a White House conference or independent commission on race, and aides suggest that he is approaching of occasional speeches on racial questions.

In Congress, where various members had called for a new approach after the Oct. 16 gathering on the Washington Mall, talk on the issue has been almost entirely drowned



GARY CAMERON/REUTERS
PRESIDENTIAL BUNKER — President Bill Clinton blasting out of a sand trap at Hagerstown, Maryland.

out by the rising commotion over the 1996 budget. "There was a lot of interest; I don't know if it's still there," said Representative Jim Leach, Republican of Iowa, one of six members who called for a new study commission on race issues.

The march was far more about individual behavior than government action, as Mr. Clinton himself said at the time. But in the absence of high-level emphasis on the questions raised by the gathering, public discussion could default to the left and right fringes of the political spectrum. (LAT)

Clinton Makes A Budget List

WASHINGTON — With a new round of budget negotiations set for this week, the Clinton administration has sent Congress a "set of principles" that the president would demand in a balanced-budget agreement, including maintaining Medicaid as a program of guaranteed health coverage for the poor and pro-

tection Medicare beneficiaries from new premium increases.

Leon E. Panetta, the president's chief of staff, set down the guidelines in a letter to the House speaker, Newt Gingrich; the Senate majority leader, Bob Dole, and the chairman of the House and Senate budget committees.

The letter, which the White House made public, was prompted by a letter from Republican congressional leaders this week that called for the president to submit "specific recommendations" on how to balance the federal budget in seven years.

The exchange, with only a brief intermission for Thanksgiving, showed both sides preparing the ground for an intense debate over how to eliminate the budget deficit. (NYT)

Quote/ Unquote

President Bill Clinton, in a radio address: "We must not let this century close with gunfire ringing in Sarajevo."

(AP)

handyman at a church and a high school football player, say they or their families were singled out because of their race. The officials were named because, the suit says, they had ignored numerous complaints. (NYT)

Tensions among some of the most powerful Colombian drug rings in New York have spawned a series of murders and kidnappings in Queens, the authorities say, even as violent crime has been declining almost everywhere else in the city. Coming after the arrests of the chiefs of the Cali cartel, the new violence suggests that discipline is eroding in the Colombian cocaine distribution system that supplies New York and much of the rest of the Eastern Seaboard, officials say. (NYT)

Away From Politics

• Western states are painting new signs, confident that the government will abolish its control of speed limits. Without federal control, Montana automatically becomes America's first "autobahn" state. Like drivers on many of Germany's highways, people on Montana's would face no daytime speed limits. (NYT)

• Saying they had been the victims of a callous police force, six blacks have sued Beverly Hills, California; its mayor; a member of the city council who is a former mayor; and the chief of police. The plaintiffs, including a

Pollution Inspections Cut in Budget Fight

By John H. Cushman Jr.
New York Times Service

WASHINGTON — In the past several weeks, the Environmental Protection Agency has canceled hundreds of pollution inspections at factories, water treatment plants and other sites nationwide because of budget cuts imposed by temporary spending legislation.

Agency officials say that the reduction in inspections, which began when stopgap spending bills reduced the EPA's budget last month, is likely to intensify if Congress cuts the agency's enforcement money.

A bill sponsored by Republicans who think the EPA is too zealous in investigating possible polluters would cut spending on environmental enforcement by more than 20 percent. The House and Senate are expected to vote on the measure this week.

At Frankford Arsenal, an industrial park in Philadelphia, federal inspectors who were tipped off to a possible violation postponed a visit because technicians were unable to pay for travel from a laboratory in Annapolis, Maryland.

The local fire department visited the scene instead and found drums of the toxic compound PCB stored there, a violation that was viewed as very serious. The EPA then sent an emergency response official who persuaded the responsible company to correct the problem, officials recounted.

But, said John Ruggiero, an EPA official, "If everyone does not respond until it is an emergency, then there are problems there waiting to happen."

Republicans, however, said their view was simple: that there is not enough money to fix every environmental problem.

"Our objective with the EPA is to first, by way of the dollars, get the attention of this agency," said Representative Jerry Lewis of California, who is the House Republicans' spokesman on the EPA bill. "They have grown like Topsy and are placing regulation upon regulation."

The argument over environmental spending will be a prominent feature in the budget talks between the White House and Congress.

The two sides agreed last week on a framework for a balanced federal budget in seven years, but the agreement hinged on some conditions.

One was that the budget legislation that emerges

provides what President Bill Clinton considers adequate money for protecting the environment. Mr. Clinton has vowed to veto the EPA spending bill as it now stands.

New Tests Aid in Predicting Heart Problems

By Gina Kolata
New York Times Service

NEW YORK — Half of the 600,000 Americans who have heart attacks each year have no symptoms beforehand. As many as 30 percent of heart disease patients do not even have any obvious risk factors, like high blood pressure, high cholesterol levels, diabetes or a family history of heart disease.

In fact, only a minority of heart disease patients have clear-cut risk, like greatly elevated cholesterol levels. Sergei Grinkov, the Olympic gold medal skater who collapsed and died of a heart attack last Monday, had a family history of heart disease and who may share their fathers' fate.

And, Dr. Rader said, the new tests may find that these men, too, are at risk of early death, and suggest measures they can take to protect themselves.

But researchers in cardiology

say that a new generation of predictive tests might have helped him by finding his heart disease even before his arteries became clogged.

These new tests include heart scans that can see the incipient growth of plaque and genetic tests that may pin down who is most at risk and who is most likely to respond to treatments like low-fat diets.

Many new predictive tests are still research tools, but Dr. Daniel Rader, director of the Lipid Clinic at the University of Pennsylvania, said he often sees young men in their 20s who, like Mr. Grinkov, had a father who died young of heart disease and who fear that they may share their fathers' fate.

And, Dr. Rader said, the new tests may find that these men, too, are at risk of early death, and suggest measures they can take to protect themselves.

Already, about 50 medical

centers in the United States are experimenting with a new type of scanning machine, called an ultrafast CT or electron beam CT, that can find evidence of incipient atherosclerosis before the buildup of artery-clogging plaque has advanced enough to impede blood flow.

Other noninvasive tests, like exercise stress tests or thallium

scans with normal CT scans.

Dr. Patrick Sheedy, a diagnostic radiologist at the Mayo Clinic in Rochester, Minnesota, explained that the ultrafast CTs take pictures in tenths of a second. A conventional CT scanner, he said, requires about 2 seconds to form an image, during which time the heart beats twice.

Although ultrafast CT scanners cannot show actual plaque, they can show flecks of calcium in coronary arteries, which appear as bright white flakes on the dark gray X-ray pictures.

Calcium deposits, researchers say, are harbingers of coronary artery disease.

Conventional wisdom says that heart disease follows a predictable path: atherosclerotic plaque starts to accumulate in a coronary artery, the artery narrows, patients begin having chest pains or other symptoms of heart disease, their stress

tests show blockages and, eventually, they have heart attacks.

But Dr. Bruce Brundage, the chief of cardiology at Harvard's UCLA Medical Center, said, "We've learned that unfortunately, not everybody has that kind of natural history."

Many people never develop so much plaque that their artery is obstructed. Instead, they grow a thinner layer of plaque.

Then, one day, without warning, a section of plaque will crack, a blood clot will form and block an artery, and the person will have a heart attack.

By detecting calcium deposits, ultrafast CT scans seem to find atherosclerosis long before it has advanced.

"Whenever there is detectable calcium in coronary arteries, there is always atherosclerosis," he said. "When you don't see it, there is virtually no chance of any significant atherosclerosis."

E-Mail Compendium Captures the Real White House

By Michael Wines
New York Times Service

WASHINGTON — On the morning of Nov. 6, 1986, as news of his secret role in the arms-for-hostages deals with Iran first cascaded onto the world's front pages, Lieutenant Colonel Oliver North sat at a computer terminal in his third-floor office at the National Security Council and tapped out an electronic message.

"Oh, Lord," he wrote to a co-worker, sounding pained. "I lost the slip and broke one of the high heels. Forgive please. Will return the wig on Monday."

Whatever the meaning — it is unclear to this day whether Colonel North had just returned from an undercover mission or a rowdy Halloween party — this surely was never meant for public consumption.

Now it is public, along with 499 other internal White House computer messages, in a new book that purports to expose what Oval Office advisers really thought and did during Ronald Reagan's tumultuous second term. What they did, besides conduct government business and hatch foreign-policy plots that have been largely reported, is play practical jokes, flirt and practice interfere politics.

The resulting White House often looks less like the locus of earthly power than the water cooler in a lot of corporate accounting departments, law firms or some newsrooms.

Employees over an in-house computer system during much of the 1980s. Many authors believed the exchanges were being erased, but technicians were regularly transferring the messages and hordes of other files to more permanent storage devices.

In the years since Iran-contra investigators discovered the backup files in 1987, the National Security Archives has fought a legal battle to prevent the Reagan, Bush and Clinton administrations from destroying those files and others recorded in the 1990s and late 1980s.

At stake are nearly 6,000 computer tapes and 135 hard drives. They hold literally millions of pages of messages, more than could be readily de-

classified. The book and diskette, culled from 4,000 sanitized messages that the White House and Iran-contra investigators have released, are a cross between history and voyeurism — a stream of insights into past American policy, spiced with depictions of White House officials in poses they would never adopt for a formal portrait.

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EUROPE

No Letup in French Strikes Unions Call for Shutdown on Tuesday

Compiled by Our Staff From Reuters

PARIS — A strike by France's rail workers dragged into its third day on Sunday, giving the conservative government no respite from nationwide labor unrest over its austerity drive.

Pressure on Prime Minister Alain Juppé looked set to intensify, with two leading trade unions calling for a general strike on Tuesday and university students planning demonstrations for increased funding two days later.

A strike Friday over plans to revamp the debt-ridden welfare system and make civil servants contribute longer to qualify for a pension brought transportation and a host of public services across the country to a near standstill.

Unions representing rail

workers, who joined Friday's stoppage over welfare reform, also fear that a contract being prepared by the state-operated SNCF will bring salary limits, job cuts and the decommissioning of loss-making rail lines.

The SNCF chairman, Jean Bergougnoux, told a parliamentary committee recently that the company would post a loss of 11 billion francs (\$2.3 billion) this year, and, if nothing was changed, 16 billion francs by 2000.

He wants the state to take over financial responsibility for loss-making regional lines and part of the 175 billion franc debt, but also aims to improve staff productivity.

"This is the last-chance contract, the process under way must not fail," Mr. Bergougnoux told the weekly *Le Journal*.

BRIEFLY EUROPE

U.K. Stands Fast on Ulster Guns

BELFAST — Britain told all sides in Northern Ireland on Sunday it wanted guerrillas to disarm before convening a new initiative to find a solution to Europe's longest guerrilla war.

The message was spelled out by the Northern Ireland secretary, Sir Patrick Mayhew, days before President Bill Clinton visits the two Irelands to reinforce the fragile peace.

Sir Patrick said the Irish Republican Army and its Protestant Loyalist foes had to agree to disarm and hand over some weapons as a sign of good faith to be invited to peace talks.

He said neither Sinn Fein, the IRA's political wing, nor the political spokesmen of the Loyalists could take part in talks "if their friends seek to augment their arguments with guns."

(Reuters)

Juan Carlos Link Is Dismissed

MADRID — Spain's chief prosecutor was reported on Sunday to have dismissed reports linking King Juan Carlos I to two disgraced financiers who allegedly tried to blackmail him over favors they had provided to the crown.

The prosecutor, Carlos Granados, said in interviews with Sunday newspapers that he had found no evidence of a blackmail attempt and that the king was not involved in dealings between his friend and former personal manager Manuel Prado and the financier Javier de la Rosa.

"The king is outside those dealings," Mr. Granados said. The king, who became head of state 20 years ago this week, was sucked into Spain's domestic political warfare early this month when the newspaper *Diario 16* published reports of the alleged blackmail attempt.

(Reuters)

German Party Calls on Schröder

BONN — The new leader of Germany's opposition Social Democrats has given an ambitious state premier, Gerhard Schröder, a leading party economic role again, two months after he was dismissed as the Social Democrats' economic spokesman.

Mr. Schröder, who cultivates close links with industry, provoked the previous leader, Rudolf Schäping, into firing him by saying: "The question is out whether to have Social Democratic or conservative economic policies, but modern or unmodern ones."

(Reuters)

Calendar

European Union events scheduled for Monday:

BRUSSELS: Economics and finance ministers meet.

BRUSSELS: Telecommunications ministers meet.

BARCELONA: Two-day EU-Mediterranean conference opens with the commissioner for relations with Mediterranean countries, Manuel Marín, meeting with mayors of Mediterranean cities.

BRUSSELS: The commissioner for relations with Africa, Joao de Deus Pinheiro, meets with Prime Minister Daniel Kablan Duncan of the Ivory Coast.

Sources: Agence Europe, AFP.

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Police guarding a Eurostar train in Paris after striking workers delayed two trains.

Angry Wrangling Slows Walkup to Barcelona Meeting

Agence France-Presse

BARCELONA — Officials from the European Union and southern Mediterranean countries held last-minute talks Sunday on the eve of the Barcelona conference in an attempt to iron out disputes over the terms of a new partnership.

Delegates said they expected to talk right up to the opening of the conference on Monday about issues such as terrorism and immigration, which are to be part of their joint declaration.

Israel and the eight Arab countries — Algeria, Egypt, Jordan, Lebanon, Morocco, the Palestinians, Syria and Tunisia — have clashed over political and security issues despite Europe's insistence that the two-day conference is not the place to air Middle East problems.

Syria, which backs Hezbollah guerrillas fighting Israel's occupation of south Lebanon, wants to distinguish between terrorism and resistance against foreign occupation.

The Palestinian delegation, headed by Yasser Arafat, is demanding that the conference recognize the right to self-determination as part of the Palestinians' campaign for an independent state.

And Arab states also want the meeting to call on all countries to sign the Nuclear Non-proliferation Treaty, which Israel has refused to do. The Arab delegations met over the week-

end to forge a joint stand. "We feel that Arab countries are trying to force concessions on Israel and we will not allow this," an Israeli diplomat, Alo Bar, said Sunday. "The amendment on terrorism that Syria has proposed we see even as provocation. If we start talking about issues like this we could go on forever."

"This conference is trying to lay the cornerstone of a building. If we can't even agree on this, then we will never build cooperation," continued Mr. Bar, who is based in Madrid.

The conference, which groups the Arab countries, Cyprus, the 15 EU countries, Israel, Malta and Turkey, has agreed on the creation of a free-trade zone in the Mediterranean by 2010, one of the main aims to be announced Tuesday.

But Europe has met resistance from some southern Mediterranean countries over attempts to tackle its security concerns in the region, like immigration, and its insistence that an economic partnership requires political and cultural reform in its future partners.

"There will be no Euro-Mediterranean zone if there is no cultural dialogue or security," Foreign Minister Javier Solana Madariaga of Spain said.

The conference is not a meeting of "donors or creditors," he stressed, but a forum for "future partners."

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INTERNATIONAL

New Polish President Quits His Party

By Jane Perlez
New York Times Service

WARSAW — In a conciliatory move intended to heal political and emotional rifts after Poland's elections, President-elect Aleksander Kwasniewski has resigned from the political organization he created six years ago on the lines of the Communist Party.

As he handed in his membership card, No. 13, he told applauding supporters of the Social Democracy Party on Saturday that he wanted there to be no doubt about his ability to eat all Poles in an "equal way."

But as he made this gesture Mr. Kwasniewski, 41, was beginning to feel the consequences of having lied about his education, insisting during his campaign that he had a university degree.

Several days before the election a week ago, Gdansk University officials announced that he had not completed enough credits for the economics degree he said he had earned in the late 1970s.

The furor that followed was used by the defeated president, Lech Wałęsa, to mount an electoral challenge to Mr. Kwasniewski's victory. The protest asks that the election result be overturned on the grounds that Mr. Kwasniewski won by failing to describe his true educational status.

Most lawyers said they doubted the challenge, lodged with the Supreme Court, would succeed. But campaign aides of Mr. Kwasniewski acknowledged that falsely claiming that he had earned a university degree had been a big mistake.

One aide suggested that Mr. Kwasniewski made the claim to draw an even clearer line between himself, a well-spoken man who did spend five years studying at Gdansk University, and Mr. Wałęsa, an electrician who speaks ungrammatical Polish and did not finish primary school.

It had also been a mistake, they said, for Mr. Kwasniewski not to have declared his wife's earnings on a form demanding saved from what could have been a last-minute debacle.

The newspaper *Rzecz-*

pospolita suggested that an explanation by Mr. Kwasniewski would be a test of his good intentions.

Confirmation that Mr. Kwasniewski had not received a university degree was first reported on public television on the

'It is hard to imagine an annulment of the elections solely over this issue.'

second to last night of campaigning. But it was not prominently featured in national newspapers.

Because there was little time for reporters to ask Mr. Kwasniewski directly about the issue before an official media blackout for the two days before polling day, the candidate was

saved from what could have been a last-minute debacle.

The newspaper *Rzecz-*

pospolita suggested that an explanation by Mr. Kwasniewski would be a test of his good intentions.

"It is hard to imagine an annulment of the elections solely over this issue — it would compromise the state and the presidency," the paper's editors wrote. "But to be in a situation where, soon after an election, the honesty of the victor has to be publicly judged is damaging not just to him but to democratic elections themselves."

In his appearance before Social Democracy Party members on Saturday, Mr. Kwasniewski seemed unfazed by the storm and delivered a speech exhorting them not to appear too "triumphant" when they return to their provinces.

He warned the members of

Parliament not to make changes in the proposed budget that would violate spending constraints outlined in the bill.

Poland, which wants to join

the European Union and the

North Atlantic Treaty Organiza-

tion, is expected to have

about 6 percent growth this

year, the strongest in Europe.

Tuesday

STYLE

From Paris to Milan, from New York to Tokyo, fashion editor Suzy Menkes covers the fashion front. With additional reporting on lifestyle issues, the Style section provides up-to-date information on developments in the changing world of creative design.

Every Tuesday in the International Herald Tribune.

Herald Tribune
INTERNATIONAL
THE WORLD'S DAILY NEWSPAPER

Mexico's Ex-President Says Brother Must Explain Riches

Reuters

MEXICO CITY — Former President Carlos Salinas de Gortari, breaking a half-year of silence, said his brother Raúl must explain how he amassed a multimillion-dollar fortune in foreign bank accounts.

In a statement faxed to Reuters, Mr. Salinas said his brother must clearly explain the amount and origin of money held in the accounts.

Mexican authorities are now investigating Raúl, already under arrest for allegedly planning the assassination of a top ruling party official and for illicit enrichment during public office.

"If he committed crimes, he must be punished firmly by the appropriate authorities," Mr. Salinas said in a short statement.

Mr. Salinas's private office in Mexico City confirmed that the statement had come from the former president, now in

self-imposed exile. The fortunes in foreign bank accounts came to light when Raúl's wife was arrested in Geneva trying to withdraw funds from accounts using false documents. One Swiss account is said to hold at least \$84 million.

In jail since February on charges of plotting the murder of a former leader of the ruling party, José Francisco Ruiz Massieu, Raúl allegedly banked millions of dollars of illegal gains during his brother's administration from 1988-94.

The investigation into his private fortune, allegedly amassed as head of Mexico's staple food agency, Conasupo, is yet another scandal that has sullied the Salinas family name.

The ex-president said he was convinced of his brother's innocence of murder charges.



SANTAS TAKE TO THE STREETS — A group of "Santa's helpers" marching down Fifth Avenue in New York to take up their pre-Christmas street-corner positions to solicit money for the Volunteers of America.

AMERICAN TOPICS

Does Stress-Inducing Housing Help Explain National Blahs?

Why are Americans gloom despite five years of economic expansion? Jerome

Segal, a resident philosopher at the University of Maryland's Institute for Philosophy and Public Policy, says a main reason is that most people no longer have "safe, minimally attractive housing located a reasonable distance from work."

Why? American cities have become so degraded that living in them is stressful, but moving to the suburbs is both stressful and expensive, requiring both parents in a family to hold jobs that are usually far from home. And this raises other problems:

• Transportation. Going suburban

makes the private car a necessity and two cars an essential, not a luxury, in families where two adults need to work so they can afford the suburbs.

• Health care. Medical inflation and medical technology mean Americans now spend 50 percent more on health than in 1970.

• Children and education. Two-worker families must pay for day-care for small children. And an economy that does not provide enough workday jobs makes college a necessity.

Mr. Segal offers no simple cure for this malaise. He says that society was better off when it provided livable cities, schools that educated and public transportation.

Short Takes

Muskingum College, a small, private school in Concord, Ohio, is reversing a national trend of recent years by cutting tuition by \$4,000. The \$13,850 tuition for students enrolling for the 1996-97 school year will drop to \$9,850. Muskingum

officials say they hope the move will increase enrollment, which had shrunk from 1,122 in 1993-94 to 1,091 this year. Nationwide, college tuition increased by an average of 6 percent this year — less than the double-digit increases of the early 1990s, but still twice the inflation rate.

"I've got to keep going," Doug Simonson of Sumpter, Oregon, kept telling himself as he crawled through the window of his mangled pickup truck, which had careened down a hill and crashed. He struggled — with a broken neck — for six miles down a logging road, sloshing across a creek and climbing over fallen trees before he reached a road and flagged down a passing car. Doctors said he was luckier than the paralyzed actor Christopher Reeve because he had broken bones but no nerve damage. Mr. Simonson, 64, must wear a supportive vest and steel halo to immobilize his neck for a couple of months, but he suffered no permanent injury.

International Herald Tribune



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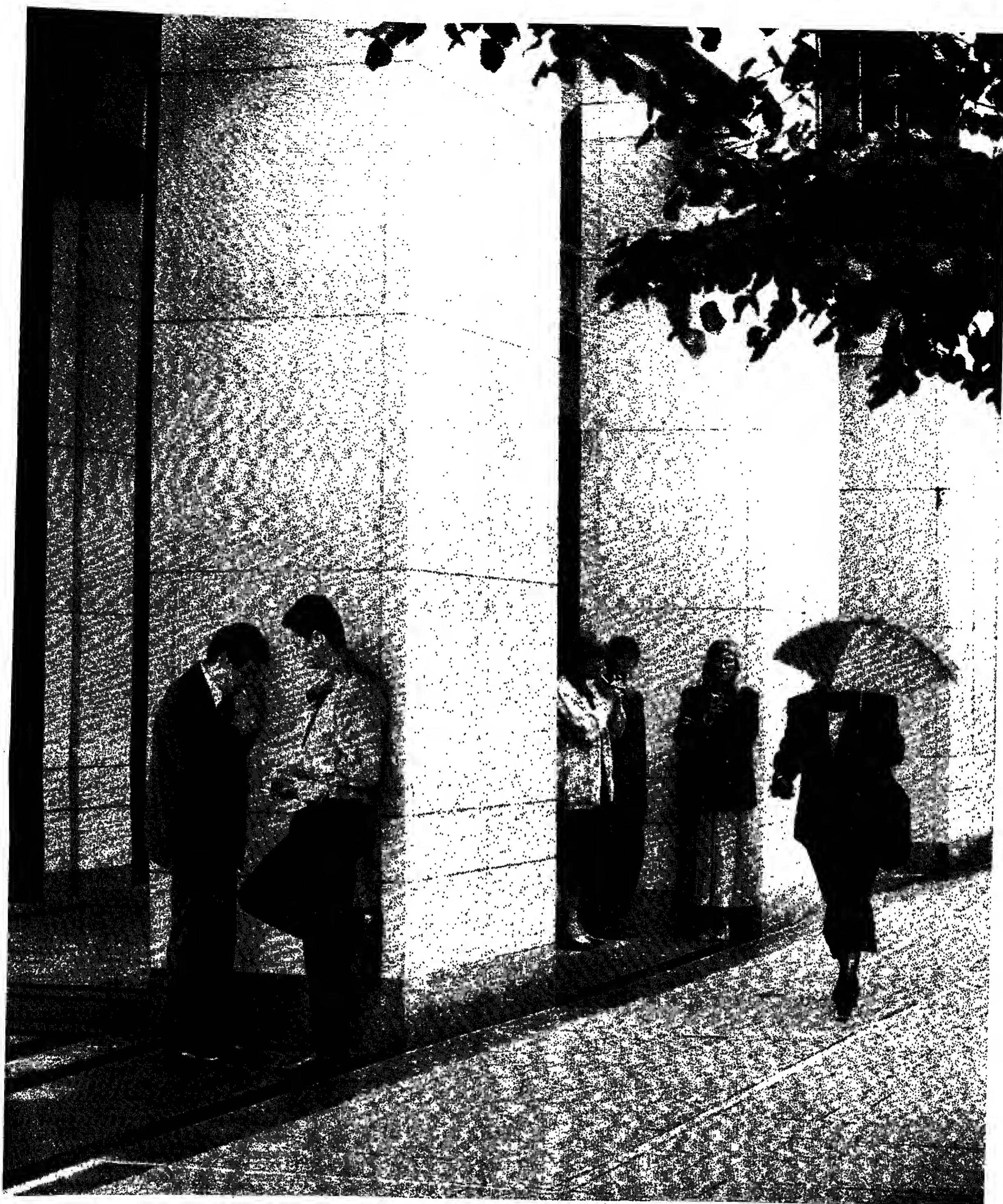
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INTERNATIONAL

Armed and Bitter, Sarajevo's Serbs Await NATO's PeacemakersBy Chris Hedges and Kit R. Roane
The New York Times

ILIDZA, Bosnia — The redrawing of the boundaries of Sarajevo, clean and neat on the conference table, is the most contentious part of the Ohio agreement, one that now appears likely to draw multinational peacekeepers into the kind of firefights American officials desperately hope to avoid.

Demoralized Bosnian Serbian leaders said Sunday that the agreement, which they characterize as a defeat for the Bosnian Serbs, has led to a disintegration of their authority over a bitter and well-armed populace. Top Serbian commanders and political leaders have been holding daily meetings with the Serbian leader, Radovan Karadzic, in a desperate bid to try and find another solution for the redrawing of the boundaries of the city.

Police and security forces prevented a public demonstration Sunday in the Serbian suburb of Ilidza, fearing that it could turn violent, but said they were unsure if they could prevent another called for Tues-

day. Angry groups of young men have started to stone and flip over United Nations vehicles passing through Serbian sections of the city. And senior Serbian leaders say that if the multinational force arrives and attempts to implement the agreement, that calls for Serbs in several Sarajevo neighborhoods to disarm and accept the rule of the Bosnian government, they will be unable to prevent bloodshed.

"I am a Serb soldier," said Nedjeljko Prstajevic, the mayor of Ilidza, his voice quivering with emotion.

"He is a Serb soldier," he said pointing to his deputy. "There is no difference between the Serb people and the Bosnian Serb army. We are the same. We can take off our uniforms, but we will still be soldiers."

"We will still fight. And if the multinational force tries to drive us from our homes, or take away our right to defend ourselves, there will be no authority on earth, including the Serb authorities, that can stop us. We will not leave. We will not withdraw. And we will not live under Muslim rule."

The city, carved up between Serbian and government troops, has seen some of the most vicious fighting in nearly four years of war. The house-to-house battles, deadly sniper fire and heavy shelling have consumed thousands of lives. Sarajevo's confrontation lines are marked by the gutted and dreary remains of buildings, homes and factories, along with the rusted hulls of cars and buses and the scattered detritus of war.

Just as the Palestinians and the Jews claim Jerusalem as their capital, and the Turkish and Greek Cypriots claim Nicosia as theirs, the Serbs and the Muslims are locked in a deadly fight for Sarajevo. The city is a symbol for the Serbian and Muslim cause. And the hundreds of Bosnia dead, their graves often dotted neighborhoods like open wounds, are a powerful and irrational draw toward violence and intolerance.

The NATO operation is hilled as one where a preponderance of Western firepower will obliterate any obstacles placed in its path. But it increasingly appears that the 60,000 NATO troops, when they do

encounter trouble, will not confront organized resistance, but roads clogged with angry women and children, lone snipers and renegade bands of armed men. Most of the resistance will probably come from the Serbs, who have lost the most with this agreement.

"The NATO command is prepared in a planning sense," said Michael Clark, director for the Center for Defense Studies, in a telephone interview from London. "The problem is that the best plans on paper have to be implemented on the ground. And there, things never seem as clean. Training can never anticipate the unexpected. What are these troops going to do when an old lady in a house refuses to leave to make way for its original residents?

"We are talking about a West Bank scenario. People will have to be physically moved. There will be a lot of problems."

Serbian forces are scheduled to begin a monthlong retreat from their strongholds around Sarajevo after the NATO-led operation takes over operations in Bosnia probably in mid-December. The approximately 60,000 Serbs living in the central

suburbs of Grbavica, Ilidza, Hadzici, Vogošća, and Ilijas, will find themselves, within 120 days, governed by the Muslim-Croat federation that they fought against, if the agreement takes hold.

The surrounding towns of Lukavica, Kasindol and Pale, the Serb's self-styled capital, will remain in Serbian hands.

The Serbs, waiting to see if their leadership can miraculously roll back the Ohio decision to remap Sarajevo, are now in emotional limbo. But once it is clear that their neighborhoods will be turned over to the Bosnian and Croat federation, Serbian leaders expect to see a violent eruption that could draw multinational troops into the maelstrom as targets.

"Everybody has a hand grenade in his pocket," said Jovan Busarin, a 46-year-old stenographer, sitting in The Belgrade coffee shop in the western Serbian suburb of Ilidza. "Remember Somalia? We, too, will drag the bodies of dead soldiers through the streets."

The Ohio agreement permits those who were driven from their homes to return. But there is no mechanism for determining who

will gain property rights or how disputes will be settled.

"The best these forces are going to accomplish is the separation of combatants," said Jonathan Eyal, director of the United Royal Services Institute in London, in a telephone interview. "To fully implement the peace accord, you are looking at months of painstaking negotiations, village by village. Soldiers will have to walk a delicate line, using just enough force to quell a conflict, without using too much to make it flare up."

The Muslims and the Serbs have little stomach for Western assurances that international troops will provide them with protection. Neither side shows any proclivity to lay down their weapons. UN forces, with a similar mandate, were unable to protect Croatian Serbs in the Krajina. Some 170,000 of whom were driven from their homes in August. They also stood by as Bosnian Serbian forces rounded up and detained thousands of Muslims in Srebrenica, many of whom were later executed, according to U.S. intelligence reports.

**Clinton Appeals on Bosnia
Wary Congress Signals Some Backing***Compiled by Our Staff From Dispatches*

WASHINGTON — Seeking to build support for sending U.S. troops to the Balkans, President Bill Clinton has said that "our values, our interests and our leadership are at stake" in the effort to safeguard the Bosnian peace agreement.

And two key Republicans on the Senate Armed Services Committee signaled Sunday that Mr. Clinton may win the fight for backing in Congress, saying that the traditional tendency of Congress to follow the president's lead on major foreign policy issues might again prevail.

Devoting most of his weekly radio speech Saturday to Bosnia, Mr. Clinton foreshadowed the argument he is expected to make in a televised address from the Oval Office on Monday night. He appealed repeatedly to national pride in America's values and leadership, and he said that U.S. troops would have the authority to meet any threat to their safety "with immediate and decisive force."

The Bosnian people have suffered unspeakable atrocities — mass executions, ethnic cleansing, campaigns of rape and terror." Mr. Clinton said. He recounted the grim statistics of the 3½-year-old Bosnian war: 250,000 dead, more than 2 million people driven from their homes, most of them still refugees.

Despite congressional opposition, there were signs Sunday of support among some key Republicans. Congress has not defied a president on military matters since it cut off funding for the bombing in Cambodia in 1974. Senator John McCain III, Republican of Arizona, said in a television interview, adding: "I think the president can make the case."

He and Senator John Warner of Virginia — Republicans who have strongly opposed U.S. involvement on the ground and who carry considerable weight on defense matters — both pledged to keep an open mind when Mr. Clinton presents his case.

Senator Warner, suggested that approval was possible with the addition of some limiting conditions. He also stressed that there could be no repeat of the mission in Somalia, when the killing of 18

American troops in a firefight in 1993 hastened U.S. withdrawal from that country.

"If we go, we've got to remain, we've got to sustain the casualties," he said.

"There can be no cut-and-run if we endure casualties. That's got to be made very clear from the outset."

A Democrat who has been wary of U.S. involvement, Senator Bob Kerrey of Nebraska, said Sunday that he would probably support the president. "I think the future of Europe is at stake."

But he, too, warned that America must accept the risks. "We cannot ask our soldiers to be courageous if our politicians are not."

Senator Phil Gramm of Texas, a Republican presidential candidate, was adamant

President says U.S. values, interests and leadership are at stake in Bosnia.

his opposition to Mr. Clinton's policy and to what he termed an "unworkable" agreement.

"I don't think he has made the case," he said. "Foreign policy is not social work."

Mr. Clinton won a diplomatic triumph last week when the presidents of Serbia, Bosnia and Croatia agreed to end Europe's worst conflict since World War II. The accord was reached after intense talks at Wright-Patterson Air Force Base, near Dayton, Ohio.

Now the president faces a critical test as he attempts to convince a skeptical public of the need to send 20,000 U.S. troops to join the 40,000 other NATO soldiers in enforcing the peace.

While Mr. Clinton has maintained that he has the constitutional authority as commander in chief to dispatch troops on his own, he plans to ask for congressional support. Administration officials have said the president will seek a vote in Congress before he makes a trip to England, Northern Ireland, Ireland and Spain. Next Saturday he plans a second radio address and a meeting with U.S. troops in Germany, likely to be among the first to go to the Balkans.

Senator Bob Dole, the ma-

jority leader, and Representative Newt Gingrich, the House speaker, both said last week that Mr. Clinton had yet to make a solid case for sending U.S. troops to the Balkans and that he would face many questions.

The president is obligated to demonstrate to the American people that the mission to Bosnia is vital to our national interest and that it is well-defined and achievable," Mr. Gingrich said hours after the accord was reached Tuesday.

Mr. Clinton began his campaign to win support for sending troops to the Balkans the moment he announced the peace agreement, reminding Americans of the war atrocities that they had seen on their television screens.

He intends to use a favorite presidential tool for reaching public opinion — an address to the nation from the Oval Office on Monday, hours after being briefed on the plan for troop deployment by Defense Secretary William J. Perry.

The address, however, is only part of the administration's effort. On Friday, the White House released letters from the Serbian, Croatian and Bosnian leaders ensuring "the safety and security" of U.S. troops.

On Sunday, Mr. Perry, W. Anthony Lake, the national security adviser, and Assistant Secretary of State Richard C. Holbrooke made the administration's case on television talk shows. Key officials are to testify on Capitol Hill in the coming week.

Delivering the Republican response to Mr. Clinton's remarks Saturday, Representative Susan Molinari of New York was cautious.

"Our soldiers' burdens will be to protect new boundaries drawn with the blood of innocent Bosnian men, women and children," she said.

"This, my friend, is the tragic reality which awaits our troops and must be discussed quickly and honestly with the American people."

Mr. Clinton is to brief congressional leaders Tuesday morning before he makes a trip to England, Northern Ireland, Ireland and Spain. Next Saturday he plans a second radio address and a meeting with U.S. troops in Germany, likely to be among the first to go to the Balkans.

(NYT, AP)

RACE: Europeans Take Laissez-Faire Approach to Affirmative Action

Continued from Page 1

officials said discrimination is just one reason for the disparity.

In London, where members of minority groups constitute some 20 percent of the population, the Metropolitan Police force is 97.3 percent white, although the department said applications from nonwhites were increasing as it stepped up recruitment.

The court held that the program violated a 1976 European Union directive that requires equal treatment for men and women in employment, even though the directive provided for exceptions in cases where a measure was intended to re-

move existing inequalities.

"Rules which guarantee women absolute and unconditional priority for appointment or promotion go beyond promoting equal opportunities and overstep the limits of the exception," the court ruled.

European labor experts said there are many differences between discrimination problems in Europe and those in the United States.

For one thing, affirmative action programs in the United States were developed largely in response to long-standing patterns of discrimination against a

large black population. In Eu-

ropean nations other than Britain, the issue has so far been framed primarily in terms of sex, in part because minority populations are relatively small.

Most European countries have outlawed employment discrimination on the basis of sex, but only Britain has a statute extending equal opportunity to race. Even in Britain, however, employers are not required to monitor the racial composition of their work forces.

For the most part, efforts in Europe to bring equal opportunity to private industry center on providing education and training programs to women and minorities to help them compete for jobs. In many countries, government has taken more of an advocacy role when it comes to public-sector jobs, often through programs intended to recruit more women.

The European systems generally allow a job-seeker to bring legal action against employers when he or she feels that a job or promotion has been denied because of discrimination.

Continued from Page 1

Despite economic growth in recent years, religious and racial tension remains a latent problem in both countries.

In Indonesia, the town of Pekalongan was still tense on Sunday after three days of anti-Chinese incidents. Reuters re-

ported from Jakarta. Rioters had taken to the streets in Pekalongan, a town of about 130,000 people, and ransacked property owned by ethnic Chinese after reports that a Chinese man intentionally tore pages from the Muslim holy book, the Koran.

Although in 6 million Mus-

lims regard Mindanao as their

bomeland, they are now out-

numbered by the 14 million Christians. Analysts say the Muslim front opposes a plebiscite on autonomy because they fear losing in heavily Christian provinces.

However, the government says the constitution requires such a vote.

True to its Canadian origins, the V-chip represents a potential marvel of compromise between pressures from two sides of the public debate over the behavioral impact of television and violence.

Some parental groups and other anti-violence activists have campaigned for more blackouts of certain programming carried on Canadian cable.

Continued from Page 1

devices in hundreds of thousands of set-top converter boxes, supposedly at a dollar or less each. It remains only for Canada's communications regulators to give their blessing, awaited by the new year.

True to its Canadian origins, the V-chip represents a potential marvel of compromise between pressures from two sides of the public debate over the behavioral impact of television and violence.

Parents keep pleading with us: Help us. But if they don't have the tools, they can't do anything," said Philip B. Lind, vice chairman of Rogers Communications Inc., Canada's

leading cable company. "The V-chip is the designated vehicle to solve this problem."

Speaking to Canadian com-

munications regulators last month, Mr. Lind extolled the virtue of the chips: "When parents aren't there, they are there. They're controlling the television for the first time."

The innovation, implanted in microcircuitry of a channel-changing box or the television set itself, was designed by Tim Collings, a professor of electrical engineering at Simon Fraser University in Vancouver.

Mr. Collings came up with the idea "as something fun to do," after deciding that "a rea-

sonable solution could be reached by encoding ratings into TV signals much the way we put ingredient labels on food products."

Every household, in short, could tailor its censorship choices to its own standards. And even if the tool is imperfect, its proponents say, it can't hurt to invite parental attention.

Betty Hullerman, one of the parents involved in a recent test, told the commissioners: "Since using the V-chip we are finding more things on television that we don't want to watch."

And she added, she was spending more time with her children.

TV: Canada Looks to a Tiny Chip to Block Sex and Violence on Screen

Continued from Page 1

devices in hundreds of thousands of set-top converter boxes, supposedly at a dollar or less each. It remains only for Canada's communications regulators to give their blessing, awaited by the new year.

EU officials suspect the real problem, though, is France's next round of parliamentary elections, which are scheduled

for March 1998. They say it is untenable for the government to go to voters without an answer to the country's biggest economic question — whether or not France will join a single currency in 1999.

Ironically, the official contend, a later decision date could only add electoral complications for Chancellor Hel-

mut Kohl. With Germans still highly skeptical of abandoning the Deutsche mark, Mr. Kohl presumably will want single-currency questions settled as far as possible in advance of elections he faces in October 1998.

EU officials have agreed to do trial runs with data for 1995 and 1996 in order to accelerate decision-making procedures.

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INTERNATIONAL

Q&A / The Refugee Crisis

The UN's Strategy To Halt the Exodus

Worldwide, close to 50 million people have been driven from their homes and 27 million refugees receive aid and protection from the United Nations, according to a recent report by the UN High Commissioner for Refugees. With the UN bureaucracy on the brink of bankruptcy, the refugee agency is operating on an annual budget of \$1.3 billion. The UN High Commissioner, Sadako Ogata of Japan, who keeps a firm grip on the budget, spoke with Robert Kroon for the International Herald Tribune.

Q. Although Congress withholds more than a billion dollars of the regular U.S. contribution to the United Nations, the United States remains the largest donor for your agency. How do you explain that contradiction?

A. There is a traditional aversion among American conservatives against the United Nations, because they claim it is trying to be a sort of world government. But Congress knows that UNHCR is one of the UN's few operational agencies, along with Unicef and the World Food Program. We serve a clear-cut purpose and we enjoy a large autonomy in the UN system, in terms of management and budget matters. So we can be faster and more efficient in carrying out our mission. The UN is irreplaceable, at least its humanitarian part, because human rights are universal and humanitarian work can only be done on a universal basis. We help victims everywhere, including Haitian and Cuban refugees, which the United States has found useful. But as a service agency, we have to show performance or donations will dry up.

Q. Only 15 donor nations, with the United States, the European Union and your own country in the lead, pay for 95 percent of your budget. Why aren't the Gulf states contributing more?

A. We are trying to bring them in. We have reminded states in the Middle East that more than half of the world's refugees are Muslims. But traditionally, they don't work through multilateral channels.

Q. Hasn't your agency become something of a state within a state in the UN system?

A. Well, as a UN agency, we're serious, effective and efficient. There may be some rivalry with others, like the International Committee of the Red Cross, but it's a healthy rivalry.

Q. The Cold War is over, but the world refugee population has doubled in the last 10 years. In your report you have pleaded for a "preventive" approach to the refugee problem. How would that work?

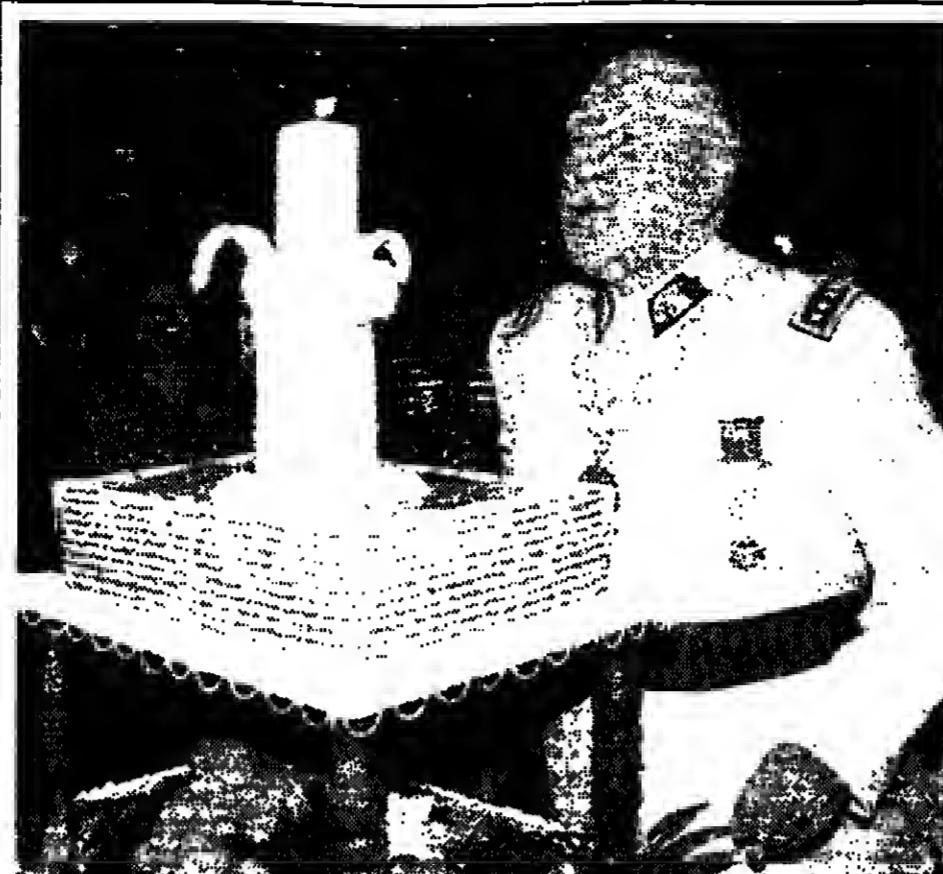
A. Our original mandate calls for protecting refugees who have fled their country. But things have changed in the new world order, or rather disorder. Today, internal, or international conflicts trigger most of the refugee flows. We no longer want to wait at the border for the refugees to come. If we can be present in their homeland, we can often prevent the misery of a mass exodus and save a lot of money as well.

It has worked in Iraq, when Turkey refused entry to the Kurds. Also in Tajikistan, where we worked with the government to help prevent an exodus to Afghanistan. In Somalia there was no government, but our people went in all the same, taking great risks, and we managed to keep many refugees from trekking many days and many kilometers to the Kenyan border.

Most uprooted people prefer to stay in their own country, if they know there is some international protection.

Q. So what is your hope for the future?

A. I have seen a lot of hatred and violence. To me, it is a humbling experience that mankind hasn't made much progress at the end of the 20th century. But there is hope, if civil wars like in Rwanda and Yugoslavia can be avoided or prevented.



Rabbis Questioned on Rabin Did Either of 2 Condemn Him to Death?

By Joel Greenberg
New York Times Service

JERUSALEM — For the first time since the assassination of Yitzhak Rabin three weeks ago, police interrogated two rabbis Sunday on suspicion that they had issued religious rulings condemning the late prime minister to death.

The questioning followed a wave of reports that the confessed killer, Yigal Amir, might have acted after receiving a rabbinic sanction. Mr. Amir, an Orthodox Jewish student, has claimed that he followed religious law in shooting Mr. Rabin on Nov. 4, but insisted that he acted on his own.

Like other radical Orthodox opponents of the government, Mr. Amir called Mr. Rabin a "pursuer," a term taken from Jewish law to describe an assailant posing a mortal threat who can be killed. By agreeing to hand over much of the West Bank to Palestinian rule, Mr. Rabin argued, Mr. Rabin had brought on deadly Arab attacks.

Reports that militant rabbis had condemned Mr. Rabin by invoking "the law of the pursuer" led to the interrogations Sunday at police headquarters in Petah Tikvah. For eight hours police questioned Rabbi Shmuel Dvir, 27, from the West Bank settlement of Karmei Tzur near Hebron, and Rabbi David Kav, a teacher at a the Keren B'Yavneh Yeshiva, south of Tel Aviv, where Mr. Amir studied a few years ago.

Rabbi Dvir is known to hold militant rightist views and was reportedly a regular participant in anti-government protests. But he categorically denied being approached by Mr. Amir or issuing any ruling condemning Mr. Rabin to death. "God forbid, on the contrary," he said as he arrived.

Rabbi Yehuda Amital, a moderate Orthodox leader appointed to the newly-formed government, said Rabbi Dvir had been his student and was known as "strange, a little eccentric and extreme in his views."

Rabbi Kav, who was accompanied by his wife to police headquarters, acknowledged publicly only that he had known Mr. Amir four years ago when he was a student at Keren B'Yavneh.

■ Jerusalem Protest

Tens of thousands of devout Jews chanted prayers in a Jerusalem square on Sunday to protest the uncovering of tombs believed to be those of the Maccabees, Jewish rebels who inspired the Hanukkah holiday, Reuters reported from Jerusalem.

The tombs were found last week by workers widening a road near Modi'in in central Israel. Archaeologists said the tombs had clear links to the Hasmoneans, or Maccabees, who rebelled against Greek rule in the 2nd century B.C.

Organizers passed out leaflets with a nearly 100-year-old rabbinic edict calling for the hand to be cut off of any non-Jew who disturbed the graves of Jews.

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SETTING THE STANDARDS

Asia-Pacific Progress

The recent meeting of leaders from 18 Asia-Pacific countries in Osaka, Japan, ended with what seemed like a whimper. The leaders committed their governments to voluntary measures that would be announced at next year's gathering to lower barriers to foreign trade and investment. The commitment appeared small next to the bold declarations at last year's Asia-Pacific Economic Cooperation forum that its members would create a free trade zone by 2020.

But it was obvious then that some leaders did not mean what they had said. Malaysia, Japan and several other countries lobbied successfully in Osaka for a loosely worded agreement that perpetuated disagreement over key questions, such as whether APEC had agreed to a binding deadline for eliminating protectionism from agriculture and other sensitive industries. Free trade is a pleasant goal, but for these countries it is simply premature.

China is a good example. Its closed borders, contempt for patent and copyright protections and lack of legal protection for foreign investors make it ineligible for membership in the World Trade Organization, the new entity that oversees rules of fair trade. A declaration by China that it plans to move toward free

trade lacks credibility. Besides, the best way for Asia-Pacific countries to achieve free trade is through the World Trade Organization rather than creating a separate trading bloc that discriminates against all excluded parties.

This year's meeting focused instead on useful steps to harmonize customs forms, adopt common product safety standards and eliminate other specific trade impediments. Japan and others also promised to speed up tariff reductions and other trade-liberalizing measures that were already under way. The most sweeping promises came from China. It pledged to eliminate import quotas on about 170 products and to cut tariffs next year on thousands of items.

That is a welcome step in its campaign to qualify for World Trade Organization membership. But it must do much more to achieve conformity with the international trading community. For starters, it must strictly enforce legal protections for traders, investors, authors and inventors.

The meeting was unspectacular but encouraging. The Pacific countries are moving slowly toward free trade, while giving up the pretense that they will drop all trade barriers at any time soon.

—THE NEW YORK TIMES.

Policing Art Theft

Delegates at an international meeting in Rome recently signed an agreement that, if ratified by enough nations, could shift the way art theft is policed internationally and tighten illicit and borderline art-dealing activities in many nations.

The draft agreement, called Unidroit after the private organization that convened the meetings at the request of Unesco, would make it easier to recover stolen art from those who bought it without adequately checking where it came from. Dealers who could not show they had exercised "due diligence" in this checking could be financially liable to the disgruntled buyers.

The idea is to make less liable, and thus less tempting, the phenomenon of high-tech art theft and archaeological looting that has been speeding up in recent years, pushed by the climb in art prices, the easing of national borders in Europe and the availability of ever more sophisticated tools for breaking into museums and sites and carting away treasure.

A political crusade is already under way over which nations will ratify the pact, with museums and dealers fiercely opposed to this new liability, and representatives of the so-called "art-rich" or "source" nations — in Asia, Eastern Europe, the Middle East — eagerly supporting it. France, in an exception to this pattern, has said it will ratify the measure, but then France is known for its unusually broad definition of what constitutes essential French heritage that must be kept in France.)

The United States is largely an onlooker in the struggle, since U.S. laws already afford the type of legal recourse that Unidroit seeks to provide. America,

—THE WASHINGTON POST.

Regression in Haiti

President Jean-Bertrand Aristide of Haiti hints that he may go back on his pledge to the United States and try to extend his term past its scheduled end next February. He has also alarmingly reverted to the demagogic political style that scarred his presidency before the 1991 military coup that forced him into exile. That earlier performance, which included incitements to mob violence, planted reasonable doubts about Mr. Aristide's commitment to the rule of law and fanned suggestions that he was not fit to run the country.

Mr. Aristide's latest outburst, earlier this month, has already cost at least 10 lives and threatens to destroy Haiti's best chance ever at democracy. The United States, which sponsored his return with some 20,000 American troops, must now send an urgent message making clear that unless such provocative behavior is repudiated at once, Washington will be forced to cut off future assistance.

Mr. Aristide spoke earlier this month at the funeral of a murdered relative and political ally, exhorting his supporters, "Do not sit idly by, do not wait," and demanding that they "go to the neighborhoods where there are big houses and heavy weapons" and help the police disarm the occupants.

Pro-Aristide crowds began burning houses and bunting down those they judged to be too critical of the president, like independent journalists and even neutral relief workers and United Nations peacekeepers. In addition, police officers carried out arbitrary arrests, and Mr. Aristide unconstitutionally fired and re-

placed judges he considered insufficiently vigilant.

With this episode of deliberately provoked terror, Mr. Aristide has shaken the fragile tranquillity painstakingly developed since Washington helped bring him back to Haiti 14 months ago.

America's ally in Haiti is democracy, not any individual politician. If Mr. Aristide means to prove his critics right and destroy Haiti's chance for democracy, he should not have American help.

—THE NEW YORK TIMES.

Other Comment

Algeria Needs Dialogue

Algeria has seemed doomed to endure several more years of fighting and repression. There is much talk, among those Algerians who still dare to talk, of the need for a clean break with the past. A clean break is too much to expect. But President Liamine Zeroual should keep his promise to open a dialogue with the opposition. That means allowing the Islamic Salvation Front and other alienated groups back into political life. The leaders of the front must use their weight to bring an end to terror. That will not be easy: as in any country so divided, there are always gunmen who regard talk of peace as a betrayal. But peace there must be.

Blood in Algeria is the blood of Europe's neighbors, and, even were it not linked to them by France's imperial past, Europe has a responsibility toward them.

—The Economist (London).

Don't Blame the Peace Accord for the Calamities

By Jim Hoagland

WASHINGTON — Yes, the Bosnia peace accord is technically flawed, militarily risky, morally dubious and not certain to long endure. It is built on mutual mistrust. You could see the three warring presidents mentally crossing their fingers behind their backs as they initialed the deal in Dayton last Friday.

But the agreement is also the only game in town. It is worth trying if only for the respite it promises in Balkan bloodletting.

The accord's diplomatic godfather, Richard Holbrooke, has purchased a good shot at a year, perhaps two, of relative peace and regrouping on the Bosnian battlefield. Congress and the American public should not reject the U.S. commitment that it involves because the accord is not perfect or risk-free.

That is one in looking at the Holbrooke deal: Do not blame the peace accord for the consequences of the war that it attempts to halt.

The agreement does not partition Bosnia; the butchery of 43 months has done that. Do not blame the accord for preventing Bosnia from becoming whole, free and multiethnic. Its military weakness and the refusal of outsiders to help fight its war accomplished that long ago.

There is even a chance that the Dayton deal could lead to more than a respite. If the heavy international involvement that it promises can control the region's fires of ethnic and religious hatreds, Bosnia's Serbs, Muslims and Croats may find it possible and useful to live in peace and name future babies Clinton instead of Slobodan, Alija or Franjo. It is not a totally impossible dream.

But the NATO nations that have promised to put 60,000 heavily armed peace implementers into Bosnia's forests and mountains should not count on that dream coming true, and should not promise it will. Rule two: Don't overpromise, don't overexpect.

Oddly enough, Bill Clinton is well suited to follow rule two. America has never had a president more ready to limit expectations when it suits him.

From closing down the Somalia operation to a dime to calling author Ben Wattenberg to bemoan his own leadership to agreeing with Texas fat cat that he raised taxes too much, Mr. Clinton has shown a superhuman willingness to ad-

mit failure at the drop of a hat. He is the right man then to warn the Bosnians that America's involvement will turn out to be a one-night stand, not a marriage proposal, if things don't go smoothly.

The 12-month time limit he has mentioned for an American division is a tool in a strategy of giving tentativeness a chance. Mr. Clinton has placed the three warring nations, and America's European allies, on notice that his administration is not committed to absolute goals that could result in "mission creep."

The International Force is large enough to fulfill the essential mission that a U.S. 12-month commitment implies. If the warriors fail to demilitarize and establish a more durable peace treaty, NATO will serve as a temporary shield behind which the Bosnian Muslims and Croats will continue building up their increasingly effective forces, which once seemed on the verge of extinction.

This is a viable, static mission, one that American admirals and generals should be able to manage without greatly endangering U.S. troops during the respite and eventual withdrawal of NATO forces. There is certainly no reason after the Gulf war to assume otherwise.

The deployment that President Clinton proposes is a badly needed reassertion of American leadership in world affairs as well as a justified, feasible attempt to stop the slaughter of innocent people.

Congress will understandably want to preserve complaining rights about this use of U.S. forces abroad. The Republicans will make Mr. Clinton jump through small burning hoops of procedure to establish that the political responsibility for sending troops into Bosnia is his and his alone. Many Democrats will be glad to help hold the hoops and finally yield to the president's prerogatives in foreign policy.

That is rule three: Be ready to be humble. The president does not have to make the case for the Dayton deal brilliantly and without error, as Republicans suggest. He has simply to acknowledge in advance that Congress has warned him that the deployment may go wrong, and that he is going ahead anyway.

Even this bit of Inside the Beltway theater is not without merit. It underlines the extent to which making the Dayton deal a reality is a character-building exercise for this administration. In every way, Mr. Clinton has earned that opportunity.

The Washington Post.

Peace First, Then the Balkan Solution Has to Be Democracy

By Flora Lewis

PARIS — Just the serious prospect of ending the ravaging war in Bosnia, instead of spreading it ever wider, is a great relief. This is not the time for quarrels about why it wasn't done much sooner, or how to share blame, which is ample, and credit. There is too much to do ahead to make the peace works.

Certain results of the long conflict are established. Some are terribly unpalatable, but they are the new facts, and the future will be built on them.

Ethnic cleansing has largely been completed. There will not be a "greater Serbia" — Slobodan Milosevic lost that one.

Together with war weariness afflicting all but the most adamant and the worst profiteers, this does make it likely that a determined NATO can make the peace hold. The faster a start can be made on reconstruction and reconciliation, the better the chances that ordinary people's yearning for an ordinary life will overtake the

urge to fight and dominate. There may not be much justice, but hope warms hearts.

When the rubble is cleared, the hope will be for more than resuce. Since the fall of the Berlin Wall, the definition of a "normal country," to which these people aspire, has come to mean a democracy. That implies a big leap ahead, and helping bring it about inevitably becomes in part a responsibility of the powers which are now, in effect, imposing peace.

They are about to commit themselves to supply a lot of money for rebuilding. There should be conditions from the words of Boris Vukobrat, a Yugoslav who has argued valiantly for peace all along, are necessary to "correct the mistake" of accepting as the peacemakers "the men who through blindness, ambition or greed plunged their own people into war." There are no victors, no heroes.

Mr. Vukobrat calls for the same conditions laid down for aid to the countries of the ex-Soviet bloc: establishing the rule of law, establishing a multiparty political system, free elections under international monitors, upholding human rights, moving to a market economy.

It cannot all be done so quickly, but it must be the direction if the old Balkan turbulence is to be calmed. There can no longer be doubt that there is a better system than democracy.

Yet this is a time of murky and contradictory trends in politics. State sovereignty is eroding before global economics and challenges, while national and ethnic passions are rising. Just as new democracies are groping to learn how to make the system deliver what they want, the old ones are losing the confidence of their voters and trust in leadership.

No one knows. Television makes the names and faces of power familiar, but less admired,

less commanding of attention. The veteran German diplomat Guido Brunner (IHT Opinion, Nov. 14) worries about the tensions just below the surface in workaday Western Europe — nationalist movements, unemployment, waves of immigrants and the fear and hostility which green.

"Politics are in turmoil," Mr. Brunner writes. "People are no longer content with the limitations of representative democracy. Where social groups do not succeed, they turn to the streets."

France now is the scene of constant demonstrations pushing assorted grievances: sometimes Germany, too. This is not revolution. The assurance of democracy brings a comfortable conviction that force will not be used. There is no safe to march and shout, and it can be effective.

In Poland, only six years after the dismantling of a Communist regime that did use force, the candidate of the ex-Communist

party was elected president. If Alexander Kwasniewski won over the Solidarity leader Lech Walesa, it was because he is an attractive, articulate 41-year-old who pronounces himself a right-wing social democrat and convinced the majority that the clock won't be, can't be, turned back to the old regime. Mr. Walesa, who brought down that regime, proved clumsy, incompetent and arrogant in building a new one.

Democracy has to be the solution — there would have been no war in a democratic Yugoslavia, whether or not it broke up. But not only the new practitioners are having problems with democracy. The old ones do, too. The dramatic changes in the world in the last generation have changed the conditions in which political societies function, and we haven't figured out yet how to adjust. Both old and new are having to work it out.

Still, the first requirement is peace. Thank heavens we can now look to seeing it restored.

© Flora Lewis.

Tragedy in Poland: The Once Great Man Brings Himself Down

By William Pfaff

PARIS — The tragedy of Lech Walesa is not only that he failed to understand his limits. He failed to understand his triumph.

George Steiner's splendid book on the absence of tragedy in modern drama, "The Death of Tragedy," notes that tragedy is an affair of injustice. There is no biblical tragedy because God's dealings with man are ultimately rational, and the purpose of those dealings is justice. Even Job, who is tormented, is in the end reconciled. God recognizes his fidelity, and gives him back "twice over all that he had lost."

Tragedy recognizes neither rationality nor justice. It deals with the flaws in humans by which "we inflict irreparable outrage upon ourselves and those we love." It is an affair of the incomprehensible workings of destiny.

The great adventure of Solidarity, the movement he led and

symbolized, survived everything the regime could do to halt it, including martial law, banning, jailing, beatings, lies, attempted subversion and subornation, and constant hostile propaganda.

By 1989 it had won; the regime had to yield and negotiate, and hold free elections. Solidarity achieved a majority in both houses of Parliament. By 1990 the reign of Bolshevism in all Europe, begun with the Russian Revolution in 1918, was finished, the Soviet Union itself in ruins.

He had support and advice from figures in the intellectual resistance — Bronislaw Geremek, Adam Michnik and Tadeusz Mazowiecki, among others — but he was himself inspired. He had an extraordinary and instinctive talent for communication, tactics and the right thing to say at the right moment to ordinary people and to his opponents.

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INTERNATIONAL

Unrest in Haiti Stirs Concern for Future



Children playing in a burned-out police station in Cité Soleil, a Port-au-Prince slum.

One More Try at Rwanda Peace

Fear of War and Refugees' Return Rises

By Donatella Lorch
New York Times Service

KIGALI, Rwanda — International peace initiatives hardly cause an eyebrow to be raised anymore in Rwanda, where four have already floundered as the region appears to be inching toward another refugee relief crisis and the possibility of renewed warfare.

So when Jimmy Carter flew in last week and announced another regional peace initiative, a meeting of the region's leaders on Tuesday in Cairo, it was greeted by skepticism from the United Nations and Western diplomats and outright pessimism from the Rwandan government.

Yet all agreed that it at least might delay a tentative deadline of Dec. 31 by the government of Zaire to begin forcibly returning more than 300,000 Rwandan refugees.

"We said, 'All right, let's try it,'" General Paul Kagame, Rwanda's defense minister, said about the five-day meeting of the leaders of Zaire, Rwanda, Burundi, Uganda and Tanzania that will try to resolve the refugee crisis. "But it doesn't mean we have a lot of faith in it. In the past they've formulated solutions with no implementation. I'm not going to let my pessimism override everything else. I'm going to give it a try."

Still, the mood is grim in Rwanda, and the talk is of war and the danger of new large-scale movements of refugees. Only a trickle of refugees have crossed back into Rwanda this month, relief officials say.

In recent months militias of Huts, Rwanda's majority ethnic group, based in Zaire have increased their forays into Rwanda, sabotaging power lines, laying land mines and attacking soldiers, said officials with the United Nations.

In a major military success, the Rwandan Army recently attacked Iwawa, a small island in Rwandan territory on Lake Kivu, routing 300 members of

the former military and Hutu militias, killing 171 and uncovering a network of bunkers and trenches as well as new weapons, officials of the United Nations and the Rwandan government said.

They said the weapons were proof that the militias were being rearmed in Zaire and were preparing to attack Rwanda.

Anticipating renewed turmoil, UN agencies in Rwanda and Zaire have canceled all employees' leaves until early January and have stockpiled emergency food and basic relief equipment for several hundred thousand people.

The Rwandan military, which has more than doubled its troop strength to about 50,000 since the current government dominated by the Tutsi minority took power in July 1994, has increased its presence all along the Zairian border and the eastern shores of Lake Kivu, Western diplomats said.

Mr. Kagame said he could not discount the possibility of renewed fighting but added that he had no doubt his troops would win. The UN peacekeeping mandate ends on Dec. 3, and since the Rwandan government has said it does not want it renewed, the remaining 1,800 or so peacekeepers plan to leave.

A mass return of refugees could be disastrous, because many of the Rwandan Huts now in Zaire helped organize or took part in the massacres of an estimated 500,000 people last year, most of them Tutsi.

Up to 100 people may have been arrested in the crackdown that began Friday night. Monsignor Sembungunzi, '78 and ill.

The Kenyan authorities have not given any reason for the arrests. Kigali has accused Kenya of sheltering leaders of the genocide in Rwanda last year in which extremist Hutu killed a half-million Tutsi and moderate Huts. It was not clear whether the arrests were of these leaders or of suspects linked to them.

Chris Nzabandora, a spokesman for the Rwandan refugee group Rally for the Return to Democracy, said the crackdown had "intensified" in several neighborhoods.

In August, Zairian troops forced 14,000 Rwandans to return before international negotiations began.

"I don't know where the hope is," a senior UN official said, speaking on condition of anonymity. "Everybody hangs on what Mobutu says.

He says yes, then he says no. He is not going to abandon the Huts in Zaire."

Kenyan Police Continue Arrests Of Rwandans

Agence France-Presse

NAIROBI — The police are continuing to arrest Rwandans in Nairobi, Hutu refugees said Sunday, adding that the former Anglican archbishop of Kigali, Monsignor Sembungunzi, had been detained.

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CROSSWORD

ACROSS

1 Mule's father
4 Comic Carney
8 'Beat it'
13 Actress Turner
15 Actor Jennings
16 Mid cigar
17 — the Red
18 Pro — like some legal work
19 Bronco-busting affair
20 Subway system
22 Bars of the clients
24 Prairie diggers
25 All thumbs

SOLUTION TO PUZZLE OF NOV. 24

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33 Gunslinger's One of
37 Cloy
38 From — Z
39 Shopping bags
41 Prefix with gram or meter
42 TV knob
44 Basketball strategy
47 Green-card holders
50 Rubberneck
51 Parish heads
53 Maxim
57 Harvard's Club

DOWN

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2 Opera's Caldwell
3 Criticize smidly with 'at'
4 Liability
5 Love to Livy
6 Ship of 1492
7 Dylan's 'All — the moonflower'
8 Teleplay
9 Threads
10 "Cool"
11 Exist
12 Roundup remark
14 Tart
21 Cool and damp
22 Britto rival
23 Dodge
26 Nerve networks

SOLUTION TO PUZZLE OF NOV. 24

1 Feed a fete
24 Aug. clock setting in N.Y.C.
35 Head of the class
37 Soho so longs
38 Land near Bahrain
39 Applicable
40 Like some Greek columns
41 Sunset direction
42 Amtrak stop: Abbr.
43 Restraining ropes
44 Wire nail
45 Blitz, in football
46 Feature of the Venus de Milo
49 Sophs, two years later
52 Summer emine
54 Actor Quinn
55 Troll
56 Everglades bird
58 Christmas
59 Clinton, e.g.
60 Abbv.
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CAREERS

Doctor's Philosophy on Health Care Puts Her in the Chief Executive's Chair

By Jan M. Rosen
New York Times Service

Dr. Jean D. Miller is swimming against the tide. At a time when most doctors have joined managed-care organizations, this family practitioner is so determined to be independent that she has spent most of her life savings—and part of her parents'—in an effort to stay that way.

She now heads her own corporation, Body-Centered Medical Therapies, which opened in June in a suite of offices in New York City. By October, her patient load had grown about 30 percent, and it was continuing to rise in November.

Dr. Miller is an osteopath—a doctor who pays close attention to the muscular and skeletal systems—and she has a clear view of how she wishes to practice. Drawing on a combination of Chinese and Western medicine, she has an approach that is shaped partly by her background in phi-

losophy and yoga. She also has a clear view of what she is up against by avoiding managed care. According to the American Medical Association, 77 percent of physicians had managed-care contracts last year, up from 61 percent in 1990, and they derived 34 percent of their revenues from those contracts, up from 28 percent in 1990.

For many doctors, the lower incomes that often come with managed care are a big worry. Last year, for the first time in 14 years, doctors' median income fell—by 3.8 percent to \$150,000. Health industry analysts say such declines will continue as more doctors move into managed care.

For Dr. Miller, who considered the possibility of working in a managed-care situation, there was another concern. "I was too regimented, and I'm too much of a maverick," she said. "They want you to look at X number of patients an hour for X number of cost containments."

But being in solo practice, as she has

been for eight years, had its limitations. Her patient load was outgrowing her rented office, and she knew she had to make a decision if she wanted her practice to grow: either join a managed-care group or spend her savings to set up a larger practice.

Dr. Miller decided to establish her own company, and she turned to a financial adviser to help her create a business plan. It took a year and hundreds of thousands of dollars.

She spent about \$250,000 for the offices, plus \$60,000 to \$100,000 for medical equipment and office decoration. She also needed enough cash flow to pay employees' salaries and other costs, such as insurance. She saved most of the money in her years as a solo practitioner, and she borrowed the rest.

The American Medical Association estimates that self-employed doctors had an average of \$182,200 in expenses in 1993, the latest year for which figures are available.

About 38 percent of that is for labor and 24 percent for office expenses. The next-largest categories were medical supplies at 9 percent, liability insurance at 8 percent and medical equipment at 5 percent.

Under her corporate structure, Dr. Miller is an employee of her corporation, which also has four other full-time employees: a business manager, a clerical worker, a receptionist and a medical assistant. She also has five part-time medical workers.

In addition, Dr. Miller is affiliated with a nutritionist and an acupuncturist who visit her office to treat patients. A neurologist also rents office space from her and pays for staff services.

"It was a very conservative plan," said her financial adviser, Avery E. Neumark. Mr. Neumark is the director of employee benefits and executive compensation for the New York accounting firm of Rosen Seymour Shapke Martin & Co. "Many small businesses fail in the early stages,"

he said, "because they are overextended on debt and do not have the cash flow to meet the interest payments."

Dr. Miller's new practice got a lift when nearly all the patients from her former practice stayed with her. With her new space and staff, Dr. Miller figures she can treat four times as many patients as before, which she projects will enable her to triple her earnings.

The roots of Dr. Miller's medical approach reach back years. She taught yoga while earning a philosophy degree at the State University of New York. She took pre-med courses at Hunter College and went to the University of Health Sciences College of Osteopathic Medicine, in Kansas City, Missouri, where she earned her doctor of osteopathy degree. In 1987 she studied at the traditional Chinese Medical College in Beijing.

She did a residency in family practice in Elizabeth, New Jersey, and became certified

in family practice. After her residency, she rented office space for eight years in Manhattan. A year and a half ago, she began to discuss with Mr. Neumark her vision of how to practice medicine.

Her discomfort with managed care is its focus on cost of treatment and advance approvals for particular treatments. She prefers to explore what will work best for a particular patient, and calls her approach "a partnership—the patient and doctor work together to find what works best."

Although she is free of managed-care pressure to reduce costs, she says her methods are sometimes less expensive than traditional treatments.

Dr. Miller is confident that her holistic practice will be successful for herself and her patients, and that other doctors may want to emulate it.

She now has a new idea: to franchise Body-Centered Medical Therapies. Mr. Neumark is drawing up the plan.

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The Secretary-General is the chief executive officer of the UN, and is responsible for the day-to-day affairs of the Organization, including the Secretariat, the UN Fund and several funds. He/She reports annually to the General Assembly and the Economic and Social Council, and carries out their functions in accordance with the UN Charter, which makes approximately three times per year.

Qualities: 10-20 years of administrative and managerial experience, in government or business advanced academic qualifications, preferably international office manager, fluent English, French and Spanish, good character and multicultural experience desirable, funding experience required.

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Secretary-General

For International Organization for Economic Cooperation and Development, Paris, France

The position of Secretary-General of International

CAPITAL MARKETS ON MONDAY

Most Active International Bonds

The 250 most active international bonds traded through the Euroclear system for the week ending Nov. 24. Prices supplied by Telekurs.

Austrian Schilling

163 Austria 6 1/2 11/17/05 98.5500 6.6000

242 Austria 6 1/2 05/17/01 104.7500 6.4400

Belgian Franc

194 Belgium 10 09/02/00 117.5600 8.5100

240 Belgium 7 04/29/99 105.5700 6.4300

245 Belgium 9 07/30/99 110.2400 8.1600

British Pound

248 Halifax BS 6 1/2 02/16/04 90.3750 7.1900

Canadian Dollar

218 Canada 6 1/2 04/01/04 93.7500 6.9300

Danish Krone

4 Denmark 7 12/15/04 97.2500 7.2000

5 Denmark 8 03/15/05 102.8400 6.7800

6 Denmark 9 11/15/05 109.8300 8.1700

15 Denmark 7 11/15/98 107.5600 6.8300

17 Denmark 9 11/15/98 107.5600 6.8300

25 Denmark 8 11/15/01 105.5600 7.5800

32 Denmark 7 11/15/04 105.5600 7.5800

39 Denmark 6 12/10/99 99.2500 6.4000

64 Denmark zero 04/01/99 104.5700 4.9800

99 Denmark 9 11/15/96 103.5700 8.6000

188 Denmark T-bills 7 02/15/98 102.7000 6.3000

188 Denmark T-bills zero 03/07/98 97.3780 27.1900

Deutsche Mark

1 Germany 6 1/2 10/14/05 101.5383 6.4000

2 Germany 5 1/2 05/15/00 103.3100 5.9700

3 Germany 6 1/2 05/15/00 103.2500 5.9700

7 Germany 7 02/15/00 105.7267 6.1500

8 Germany 7 01/03/05 107.5300 6.5100

9 Germany 7 01/03/05 107.5300 6.5100

11 Germany 6 1/2 04/15/01 105.5600 6.5100

12 Germany 8 01/21/02 111.10 7.1800

13 Treuhand 6 1/2 07/09/95 103.1800 6.5100

14 Treuhand 7 01/11/04 102.5400 6.5100

18 Germany 7 11/11/04 102.5400 6.5100

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34 Germany 6 1/2 07/15/03 99.7829 6.3400

35 Germany 6 1/2 07/15/03 99.7829 6.3400

36 Germany 6 1/2 07/15/03 99.7829 6.3400

37 Germany 6 1/2 07/15/03 103.0000 6.3400

38 Treuhand 6 1/2 02/29/99 102.3300 5.2400

41 Germany 5 1/2 06/23/99 102.3300 5.2400

42 Germany 6 1/2 12/20/99 102.3725 5.2400

43 Germany 6 1/2 12/20/99 102.3725 5.2400

47 Germany 6 1/2 10/20/97 105.5000 6.8500

48 Germany 6 1/2 07/15/04 105.5000 6.8500

49 Germany 6 1/2 07/15/04 105.5000 6.8500

50 Germany 6 1/2 07/15/04 105.5000 6.8500

51 Germany 6 1/2 07/15/04 105.5000 6.8500

52 Treuhand 7 02/12/02 107.8800 6.8400

53 Treuhand 7 02/12/02 107.8800 6.8400

54 Germany 6 1/2 08/21/99 113.5195 7.5100

55 Germany 5 1/2 10/20/98 104.4060 5.1300

56 Treuhand 7 01/12/99 104.4060 5.1300

57 Treuhand 7 01/12/99 104.4060 5.1300

58 Treuhand 7 01/12/99 104.4060 5.1300

59 Treuhand 7 01/12/99 104.4060 5.1300

60 Treuhand 7 01/12/99 104.4060 5.1300

61 Germany 6 1/2 05/21/01 113.2350 7.4000

62 Treuhand 7 01/01/02 109.0000 7.0400

63 Germany 7 01/01/02 109.0000 7.0400

64 Germany 7 01/01/02 109.0000 7.0400

65 Germany 6 1/2 03/20/96 101.3600 8.3800

66 Germany 6 1/2 12/02/98 104.5700 6.4900

67 Germany 7 1/2 12/20/00 104.5700 6.4900

68 Germany 7 1/2 12/20/00 104.5700 6.4900

69 Germany 7 1/2 12/20/00 104.5700 6.4900

70 Germany 7 1/2 12/20/00 104.5700 6.4900

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72 Germany 6 1/2 07/20/00 114.0700 7.6700

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99 Germany 7 1/2 07/20/00 114.0700 7.6700

100 Germany 7 1/2 07/20/00 114.0700 7.6700

101 France OAT 8 1/2 11/25/02 110.4500 7.7000

104 France BTAN 7 10/12/00 103.5100 6.7400

114 France OAT 7/4 10/25/05 105.3500 7.3400

120 France BTAN 5 1/2 04/25/04 91.6000 6.0000

120 France BTAN 7/4 09/27/05 103.5700 6.7600

127 France BTAN 7/4 11/2

CYBERSCAPE

Join a Million Travelers For a Pleasure Cruise

By Jane L. Levere
New York Times Service

NEW YORK — Mountain Travel Sobek hopes to take a million people on a cruise through Antarctica, 38 of them on the research ship *Livonia* and the rest on the World Wide Web.

Starting next month, passengers on the *Livonia* will explore the land and waters of the remote continent, while "virtual" travelers will track their progress through live conversations with crew members, video from the field and hourly weather updates.

Travel agencies now have more than 1,800 Web sites.

Intended to exploit the Internet's potential to stimulate business, this "virtual expedition" is the latest in a series of World Wide Web promotions — including "virtual postcards" sent by E-mail — that Mountain Travel Sobek, an adventure-travel company based in El Cerrito, California, began in 1992. Mountain Travel Sobek's use of the Internet for marketing and promotion was a pioneering move in the travel industry three years ago, but it is no longer alone on the information highway.

In the past 12 months, dozens of airlines, hotels, cruise lines, car rental companies, travel agencies and other travel-related organizations worldwide have leaped onto the Internet, viewing it as a new way to market and distribute services.

Because few companies offer interactive booking, actual sales from the Internet have been quite limited. But this should change rapidly starting early next year, when many more suppliers are scheduled to set up direct booking options.

The number of Web sites operated by travel companies has soared from just a handful at the end of 1994 to more than 1,800 today, according to an estimate by Rock Blanco, president of New Media Solutions, a consulting firm.

Many commercial travel sites contain hundreds of pages or represent numerous organizations. For example, the Web site of the travel guidebook publisher Lonely Planet has more than 1,000 pages of destination information that is updated constantly.

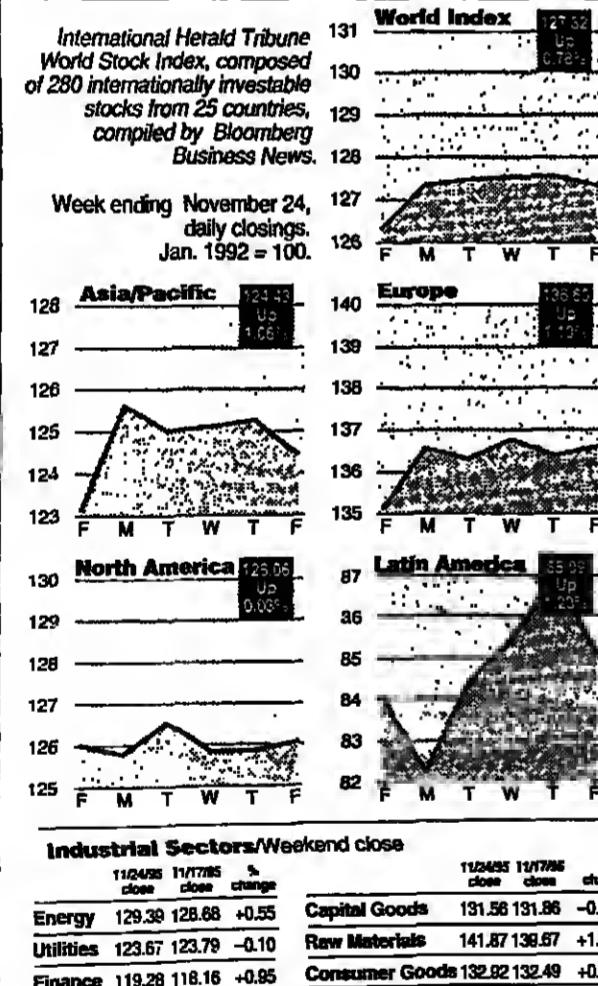
Travel companies are turning to the Internet because it offers access to a huge source of business. Internet users recently surveyed by CIC Research had taken an average of six domestic and two international trips in the previous 12 months.

In January, Cathay Pacific Airways Ltd. of Hong Kong, began a "Cybertraveler" program on the Web for the U.S. market, encouraging individuals to sign up for quarterly electronic-mail

See TRAVEL, Page 17



THE TRIB INDEX



CURRENCY RATES

Cross Rates									
	U.S.	Euro	DM	Fr.	Yen	GBP	SEK	DKR	Sw. Fr.
Amsterdam	1.5873	2.0765	1.11	0.7258	1.0236	1.6279	11.3035	1.0236	2.0428
Brussels	2.0204	2.4549	1.35	0.8751	1.2035	1.8279	1.0236	0.9897	2.146
Frankfurt	1.414	2.211	1.25	0.8751	1.2035	1.8279	1.0236	0.9897	2.146
London (1)	1.5873	2.0765	1.11	0.7258	1.0236	1.6279	1.0236	1.0236	2.0428
Milan	1.5873	2.0765	1.11	0.7258	1.0236	1.6279	1.0236	1.0236	2.0428
New York (1)	1.5873	2.0765	1.11	0.7258	1.0236	1.6279	1.0236	1.0236	2.0428
Tokyo	1.5873	2.0765	1.11	0.7258	1.0236	1.6279	1.0236	1.0236	2.0428
Zurich	1.414	2.211	1.25	0.8751	1.2035	1.8279	1.0236	0.9897	2.146

1. To 100 francs. 2. To buy one dollar. 3. Units of 100. N.G. not quoted. N.A. not available.

Other Dollar Values									
Currency	Per \$	Per 5	Per 5	Per \$	Currency	Per \$	Per 5	Per \$	Currency
Argent. peso	0.9958	4.9790	4.9790	0.2000	Greek drach.	223.37	1,116.85	1,116.85	5.653
Australian \$	1.235	6.175	6.175	0.8000	Hong Kong \$	7.3747	36.8735	36.8735	3.7405
Austrian sch.	0.93	4.65	4.65	0.2000	Hung. forint	135.62	678.10	678.10	22.5025
Brazil real	0.0423	2.015	2.015	0.0000	Canadian dollar	1.352	6.760	6.76	2.70
Chinese yuan	0.9292	4.648	4.648	0.2000	Dollar, Hong Kong	7.3747	36.8735	36.8735	3.7405
Czech koruna	26.21	131.05	131.05	0.0217	Dollar, India	4.2117	21.055	21.055	0.9897
Danish krona	5.4873	26.365	26.365	0.2000	Dollar, Japan	145.11	725.54	725.54	16.2
Egypt. pound	3.218	15.900	15.900	0.2000	Dollar, Switzerland	1.2120	5.5685	5.5685	1.1296
Fiji dollar	4.218	21.055	21.055	0.0217	Dollar, U.S.	1.0000	4.5000	4.5000	1.0000

Source: ING Bank (Amsterdam); Indosuez Bank (Brussels); Banca Commerciale Italiana; Banque de France; Banque de Paris et des Pays de l'Europe; Banque de Tokyo (Tokyo); Royal Bank of Canada (Toronto); 1.11 francs. 2. One dollar from Reuters and AP.

3. To 100 francs. 4. To buy one dollar. 5. Units of 100. N.G. not quoted. N.A. not available.

Forward Rates

Current 30-day 60-day 90-day Currency 30-day 60-day 90-day

Current 1.5628 1.5000 1.5613 Japanese yen 101.02 100.82 100.08

Pound Sterling 1.5628 1.5000 1.5351 Swiss franc 1.1368 1.1335 1.1296

Canadian dollar 1.4123 1.4109 1.4087

Deutsche mark 1.1123 1.1123 1.1123

Raytheon's Amazon Deal Hits Snag
Bribery Accusations Jeopardize \$1.4 Billion ProjectBy John Mintz
Washington Post Service

WASHINGTON — Raytheon Co.'s \$1.4 billion contract with the Brazilian government to build an environmental surveillance system in the Amazon has expired and may not be revived after a top aide to Brazil's president reportedly was heard on wiretaps talking about bribes to promote the deal.

The Senate in the federal district of Brasilia needed to approve the deal's U.S. Export-Import Bank financing by midnight Thursday. But the chamber failed to act amid growing opposition to the project, which would wipe one of the world's remotest areas with some of the world's most sophisticated sensor technology.

President Fernando Henrique Cardoso, a Raytheon supporter, said he would extend the contract, although U.S. officials said it was unclear whether he has the power to do so. The Clinton administration is urging Brazil to approve the project.

"This deal is on very thin ice," a U.S. official said. "The political opposition to it in Brazil has put it in serious trouble."

Raytheon, which is based in Massachusetts, could not be reached for comment on Friday, but earlier in the week, it

network of sensors — aboard satellites and airplanes and on the ground — to monitor drug smugglers' planes and environmental conditions in the wilderness area of 2 million square miles (5.2 million square kilometers).

Environmentalists favor the Raytheon project because it would keep track of illegal logging, gold mining, deforestation and forced migration of remote Indian tribes. It would also map soil conditions, air pollution and weather.

But many financial interests in the Amazon oppose the project, including powerful crime groups that deal drugs and wildcat loggers, farmers and miners who favor Brasilia's recent hands-off policy in the undeveloped frontier. Some Brazilian military officials oppose it because of their decades-old fear that foreigners will gain influence there.

The transaction's latest problems arose eight days ago, when the Brazilian press ran transcripts of taped telephone conversations in which Júlio César Gómes dos Santos, a top national security aide, asked Raytheon's Brazilian sales representative whether he had "already paid" a senator from the Amazon area who was

denied any wrongdoing.

The contract has no precedent. Raytheon, which was awarded the contract in May, is to build an elaborate

because transcripts revealed he had stayed in the Raytheon consultant's house.

In its denial, Raytheon said that the transcripts did not prove bribery.

"I told the senators, 'Show me just one irregularity with the project, and I'll scrap it,'" Mr. Cardoso said Thursday. "But not one senator was able to come up with a wrongdoing." Later, the Brazilian president called for an end to unfounded gossip.

Raytheon, which has invested \$100 million in the deal, sees it as a way to enter the growing market for wide-area surveillance technologies. Industry executives think they could be used to monitor borders in disputed areas, such as the Golan Heights, and to study worldwide environmental trends.

U.S. industry executives say they suspect the wiretap revelations were orchestrated by opponents of the deal. The tapes were revealed six days before the Senate's deadline. The microphones had been turned on a month before, based on an anonymous tip to authorities that Mr. Santos was engaged in drug dealing, of which no evidence was found.

At first, the senator from the Amazon, Gilberto Miranda, supported the deal, but he then announced his opposition, calling the deal too expensive. He recently visited the Pentagon and the Federal Aviation Administration seeking information about unrelated radar technologies.

'Soft Landing' Seen As Beijing Delays News on Tariff Cuts

By

BEIJING — In a bit of good news for China's economic

planners, a government agency

shows China's economy grow-

ing 9 percent in 1995, compared

with 11.8 percent in 1994 and

9.8 percent in the first nine

months of 1995, the official Xinhua news agency said Saturday.

Gross domestic product is

expected to reach 5 trillion yuan

(\$562.9 billion) in 1995, a rise

of 10.3 percent, compared with

9.8 percent in 1994, the official

Xinhua news agency said.

But in a bit of bad news for

foreign exporters to China, of-

ficials said Sunday they had not

decided which products would

be included in the first round of

import tariffs to be slashed in

1996.

The so-called soft landing

scenario for the economy, if it

happens, would be a vindication

of the austerity measures intro-

duced in recent years to bring

down China's double-digit infla-

tion and bring its economy more

in line with that of its trading

partners.

U.S. industry

The Week Ahead: World Economic Calendar, Nov. 27 - Dec. 1*A schedule of this week's economic and financial events, compiled for the International Herald Tribune by Bloomberg Business News***Asia-Pacific**

Expected This Week
Bangkok: Unique Gas & Petrochemicals PLC shareholders subscription and payment period begins in rights issue. Through Dec. 1.
New Delhi: India Mobile Summit '95 exhibition on the profit potential of India's mobile communication industry. Organized by Institute for International Research. From Nov. 27 - Nov. 29.

Europe

Brussels: Meeting of EU Agriculture ministers.
Copenhagen: Carlsberg AS full-year earnings.
Frankfurt: Lufthansa AG 9-month results.
London: Christian Salvesen first-half earnings; Tate & Lyle full-year earnings; Argyll Group first-half earnings.

Americas

Boston: E-mail World & Internet Exposition, featuring 500 exhibits of products and software, at the Hynes Convention Center.
Buenos Aires: Conference on lending strategies for Latin American debt, presented by Euromoney.
New York: Institute for International Research hosts North American Derivatives conference at the Crown Plaza.

Monday Nov. 27

Sydney: David Jones Ltd. expected to begin trading after initial public offering; Blueberry Farms of Australia initial public offering closes.
Taipei: Coincident and lead indicators for October released by the Council for Economic Planning and Development.

Copenhagen: Danish 1996 budget bill proposal negotiations expected to be complete.
Milan: Shares of La Doria SpA begin trading on the Milan exchange.
Rome: October hourly wage figures.

Ottawa: October's industrial product and raw materials prices.
Sao Paulo: Inflation for 30 days to Nov. 23.
Washington: Senate Banking committee holds a hearing on Daiwa Bank and the supervision of foreign banks.

Tuesday Nov. 28

Sydney: Balance of payments figures for September quarter.
Tokyo: Government releases October unemployment and October job-to-application ratio; Japan Automobile Manufacturers Association releases October vehicle exports.

Brussels: Belgian November consumer price figures.
Madrid: September industrial output.
Paris: October housing starts.
Voorburg, Netherlands: October consumer spending, November consumer confidence.

New York: Conference Board releases its Index of consumer confidence for November.
Washington: October housing starts; White House and congressional budget negotiators begin talks.

Wednesday Nov. 29

Tokyo: Ministry of Finance releases October import prices on consumer goods; Ministry of International Trade and Industry releases October industrial production and October retail sales; Economic Council releases a five-year economic growth plan.

Bonn: The head of the European Monetary Institute, Germany's finance minister and the Bundesbank president testify at Bundestag hearing on monetary union.
Paris: French preliminary third-quarter gross domestic product.

Mexico City: September manufacturing industry figures.
Ottawa: September employment, earnings and hours report; September unemployment insurance report.
Washington: Weekly mortgage applications.

Thursday Nov. 30

Taipei: September figures for Taiwan trade with China.
Tokyo: October construction orders; Offshore accounts balance as of end-October; Ishikawajima-Harima Co. lists its shares on Japan's over-the-counter stock exchange.

Bern: November inflation figures.
Copenhagen: October unemployment.
London: November Economic Trends survey.
Paris: October unemployment; third-quarter new housing starts.

Ottawa: September gross domestic product report; third-quarter income and expenditure accounts; third-quarter balance of international payments.
Washington: October durable goods orders; initial weekly state unemployment compensation insurance claims.

Friday Dec. 1

Menlo: Asian Development Bank hosts annual conference of ASEAN Forum of Credit Rating Agencies.
Tokyo: Tokyo-area consumer prices for November; Japan consumer prices for October; November foreign currency reserves.

London: September visible trade balance figures; net consumer credit data.
Paris: November car sales.
Stockholm: November new car registrations.
Voorburg, Netherlands: October retail sales.

Santiago: November inflation rate.
Tempe, Arizona: National Association of Purchasing Management Index for November.
Washington: Commerce Department reports second of three estimates of economic growth for the third quarter.

Federal Express Faces Off Pilots' Union*Compiled By Our Staff From Dispatches*

MEMPHIS, Tennessee — Federal Express Corp. said Sunday that the refusal of some of its union pilots to work overtime would not affect on-time delivery of packages on Monday. "It's business as usual," said Shirley Clark, a spokeswoman for the second-biggest U.S. package delivery company. "All the indications are that there are enough pilots that are volunteering to fly overtime to have normal delivery."

Cootract negotiations between the company and its pilots' union broke off early Saturday, threatening to slow package deliveries during the busy holiday season. The Air Line Pilots Association, which

represents 1,000 of Federal Express' 2,900 pilots, are refusing to work overtime.

Unico officials said Sunday that as many as 300,000 packages could be delayed on a peak day, when the courier ships more than 3 million packages.

"We have determined that as many as 20 percent of all packages delivered are done" during pilots' overtime hours, said Will Johnson, spokesman for the association. "We anticipate that early this week deliveries could be affected."

But he refused to comment on whether the union was considering a strike, but he said it was one of the options the union's executives would consider this week. Until now,

union officials had ruled out a strike.

Separately, a Federal Express crew landing in Indianapolis and a pilot landing in Oakland, California, were escorted off their planes for allegedly delaying flight procedures. Mr. Johnson said, "The pilots apparently taxied to the runway slowly."

Federal Express said the pilots' demands for pay raises, changes in work rules and other details would cost the company \$300 million over the three years of a proposed contract.

The pilots, the only domestic Federal Express employees represented by a union, have been seeking a contract since May 1994.

TRAVEL: Agencies Turn to Virtual Advertising

Continued from Page 15

notices of promotions. In June, the airline announced a contest for this group with a prize of 1 million American Airlines frequent-flier miles, and it just completed an auction of 50 round-trip Los Angeles-Hong Kong business-class tickets, for which only "Cybertravelers" could bid.

Mark Weinberger, a U.S. marketing communications manager for Cathay, said 60,000 people have signed up as "Cybertravelers," but 99 percent of them have never flown on the airline.

The fact that information on Web sites can be updated immediately is another attraction to

travel companies, which deal with a highly perishable commodity — airplane seats, hotel room nights and other services that are left unsold.

Jeffrey Diskin, vice president of corporate marketing for Hilton Hotels Corp., said he expected the company would soon use the Internet to sell "distressed inventory," such as rooms that suddenly become available.

Similarly, airline executives predicted that carriers would eventually auction off seats, for deeply discounted prices, that have not been sold close to their departure date.

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**... and now,
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On June 13th,
the International Herald Tribune expanded its worldwide distribution with the opening of its 12th printing in Toulouse, France. This enables early morning delivery on the day of publication in the entire southwest region of France.

THE WORLD'S DAILY NEWSPAPER**Paris Central Bank Sees Lower Rates***Compiled By Our Staff From Dispatches*

PARIS — The governor of the Bank of France, Jean-Claude Trichet, said in an interview published Sunday that interest rate cuts were likely as the franc continued to strengthen against the Deutsche mark.

"Our currency has potential for more gains and credibility, so market rates have potential to fall again," the head of the central bank told the weekly *Journal du Dimanche*.

Mr. Trichet noted that in the past four weeks French three-month rates had fallen by more than two percentage points to 5.32 percent and that the central bank's intervention rate was now at 4.8 percent, its lowest level in 23 years.

"This fall in rates is not artificial," Mr. Trichet said. "It is founded on facts — a solid franc, low inflation, a big trade surplus, the reduction of deficits. So I believe it is timely and durable."

On Friday, French bonds and stocks rose amid speculation that more interest rate cuts were in the pipeline.

Asked about President Jacques Chirac's recent announcement that reducing public deficits was now his priority, Mr. Trichet said markets had

reacted well because investors saw it as a "clarification" of his strategy.

"A month ago there was a clarification of France's strategy — a crystallization of this strategy in the eyes of observers, commentators and global investors," Mr. Trichet said. "It's what created a surge in confidence."

He also said that he was confident France would be ready to meet the 1999 deadline for a single European currency.

"I'm convinced France, Germany and several other countries will be ready for Jan. 1, 1999," he said.

He said he was confident on the outlook for the French economy, saying, "our growth will be a little quicker than some of our partners, and will lead to quicker job creation."

*(Bloomberg, Reuters)***SHORT COVER****U.S. Tool Orders Rose 8% in October**

McLEAN, Virginia (Bloomberg) — Orders for U.S. industrial tools rose 8 percent in October from September, the Association for Manufacturing Technology said Sunday.

While domestic customers increased their orders by 15.5 percent last month, demand from abroad fell 22.1 percent, the trade group's report showed.

Compared with October 1994, total orders rose 34.3 percent. The associations said orders for the first 10 months of the year were running 12 percent ahead of a year ago.

Bonn Seen Stalling Store-Hour Debate

BONN (Reuters) — Moves to liberalize Germany's rigid shop-opening hours may be delayed because the ruling Christian Democratic Union wants to hold off on legislation until March, a newspaper reported Sunday.

Welt am Sonntag said the CDU wanted to wait until after state elections before presenting draft legislation to Parliament because it feared the law could cost it votes.

But the CDU's junior coalition partner, the liberal Free Democratic Party, which favors more flexible shopping hours, has insisted that the government agree to a draft law in December, according to a report in the latest issue of Der Spiegel, a news magazine.

Slow Start to U.S. Holiday Shopping

NEW YORK (AP) — The U.S. Christmas shopping season opened over the weekend with the traditional crush, but economic uncertainty had many shoppers looking, not buying.

"The retail banner years are long gone," said Dan Skoda, president of Marshall Field's department stores in Chicago. "I don't think anybody's looking for a banner year. We look for market share. We just hope for a bigger piece of the pie."

Retailers are betting on Christmas sales to help turn around what has been a dismal year. But some consumers are showing caution about spending, citing an uncertain economy and overextended personal budgets.

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Following the redemption of all shares in Frontier Fund (the "Fund"), the Fund has ceased to exist as from September 21st, 1995.

The undersigned Management Company of the Fund has finalized and approved the liquidation procedure.

All redemption and liquidation proceeds have been paid to the shareholders entitled thereto and, accordingly, no amount has been deposited at the Caisse de Consignation.

The documents and accounts of the Fund will remain deposited at the offices of Citicorp Investment Management (Luxembourg) S.A., 16, Avenue Marie-Thérèse, L-2132 Luxembourg, for a period of 5 years.

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IASDAQ NATIONAL MARKET

Nonconsolidated trading for week
ended Friday, Nov. 24.
(Continued)

Continued on Page 19

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هذا من الأصل

SPORTS

Michigan Stuns Ohio State, Sending Northwestern to Rose Bowl

The Associated Press
College football has Michigan and Tim Biakabutuka to thank for simplifying the national championship picture.

And Florida has Danny Wuerffel to thank for keeping it squarely in the chase for that title.

The Wolverines knocked No. 2 Ohio State from the ranks of the unbeaten on Saturday, 31-23, as Biakabutuka rushed for 313 yards, the second-best rushing day in Michigan history. That sends No. 4 Northwestern to the Rose Bowl as the Big Ten representative on New Year's Day, playing Southern California.

Had Ohio State won, it would have earned the trip to Pasadena with a chance to finish undefeated and argue for No. 1, much the way Penn State, the Big Ten champion, did a year ago.

Instead, Ohio State will settle for the Citrus Bowl as the No. 2 team in the Big Ten, likely playing Ten-

nnessee. Meanwhile, undefeated Nebraska, the defending national champion, heads for the Fiesta Bowl and a No. 1 vs. No. 2 showdown for the college football title.

No. 3 Florida could be the party of the second part in that game after defeating No. 6 Florida State 35-24 as Wuerffel threw for 443 yards and four touchdowns. That left the Gators at 11-0 and almost certain to move up to No. 2. If Florida gets by Arkansas in the Southeastern Conference championship game next week, the bowl alliance will have its dream No. 1 vs. No. 2 matchup with Nebraska against Florida in the Fiesta Bowl on Jan. 2.

"We're going to Arizona, baby!" said Xavier McCray, Florida

Michigan 21, Ohio State 23 Biakabutuka's big day included a two-yard touchdown dive and gave him 1,724 yards for the season, breaking Jamie Morris' school record of 1,703

yards in 1987. Biakabutuka became the second Michigan player to rush for more than 300 yards in a game. Roy Johnson set the record with 347 against Wisconsin in 1968.

"I thought the Notre Dame win, two years ago, was the greatest win I've ever been associated with," Biakabutuka said. "But this is the best, ever. Ohio State was No. 2 in the nation, and people thought Michigan wasn't Michigan anymore."

The loss to Michigan (9-3, 5-3 Big Ten) left Ohio State stunned.

"Obviously, I'm incredibly disappointed," the Buckeyes coach, John Cooper, said. "I don't know if I've ever been so disappointed in my life."

Unless it was two years ago, when the same thing happened. That time, Ohio State (11-1, 7-1 Big Ten) came into Michigan Stadium undefeated and needing a victory for a Rose Bowl berth, only to lose, 28-0, sending Wisconsin to the Rose Bowl.

Florida 35, Florida State 24 Unbeaten Florida tied a school record with its 11th straight victory and beat No. 6 Florida State for only the second time since 1987. The victory avenged last year's game, when the Gators blew a 28-point fourth-quarter lead to settle for a 31-31 tie.

Wuerffel completed 25-of-40

passes, six for 192 yards to Ike Hilliard, who caught TD passes of 42 and 74 yards. Chris Doering caught seven passes for 124 yards and one TD, giving him school and SEC records for TD receptions in a season (16) and career (30).

The loss left Florida State at 9-2 and still in the chase for either the Orange or Sugar bowls.

Tennessee 12, Vanderbilt 7 No. 5 Tennessee survived a scare from Vanderbilt, using Jay Graham's one-yard touchdown with three minutes left to squeeze past the determined Commodores. Tennessee beat the Commodores, 65-0 and 62-14, the

previous two years. Graham rushed for 211 yards for the Volunteers (10-1, 7-1 SEC). Tennessee's other TD came on a one-yard run by Chester Ford in the first half, but the extra point was blocked. Vanderbilt (2-9, 1-7) clung to a 7-6 lead until Graham pulled in on third down to cap a 69-yard drive.

Peyton Manning began the winning drive with four completions for 50 yards to the Vanderbilt 19. Theo Graham took it the rest of the way on five carries.

Manning finished 26-for-42 for 265 yards to set school season records in all three categories. The sophomore finished the season 244-for-380 for 2,954 yards. Graham's 211 yards were a career high and helped him set a Tennessee season record of 1,438 yards, surpassing Johnnie Jones' 1984 mark.

Penn State 24, Michigan State 20 Bobby Engram caught a four-yard touchdown pass with eight seconds

remaining. With 1:45 to play and No. 4 Penn State out of time-outs, Wally Richardson completed 11 passes in a 73-yard drive. Penn State (8-3, 5-3 Big Ten) fell behind the Spartans (6-4-1, 4-3-1) on a 28-yard field goal by Chris Gardner with 5:13 remaining.

Penn State is likely to meet Auburn in the Outback Bowl.

Texas A&M 33, Texas Christian 6 Leeland McElroy scored twice and Corey Pullig put on a rare passing show as No. 10 Texas A&M rolled over Texas Christian. A&M (8-2, 5-1 Southwest Conference) positioned itself for a showdown against No. 9 Texas, unbeaten in the conference, on Saturday at College Station, with the winner earning a spot in either the Orange or Sugar bowls.

The loser will probably play in the Alamo Bowl in San Antonio.

Missouri 35, Syracuse 24 Danyell Ferguson rushed for 163 yards and the No. 25 Hurricanes (8-3) scored

the final 21 points to tie Virginia Tech for the Big East Conference championship. The victory may give Miami a chance to renew its rivalry with Notre Dame in the Orange Bowl on New Year's night. The team selections won't be announced until next weekend.

Virginia Tech would then settle for the Gator Bowl on Jan. 1 against Clemson, and Syracuse would play in the Citrus Bowl on Dec. 30 against North Carolina.

Bowl Matchups

Other announced or projected bowl matchups: Cotton (Colorado-Oregon); Aloha (UCLA-Kansas); Sun (Washington-Iowa); Holiday (Kansas State-Colorado State); Liberty (East Carolina vs. Stanford); Peach (Virginia vs. Arkansas, Alabama or Georgia); Las Vegas (Nevada-Toledo); Copper (Texas Tech vs. BYU, Utah or Air Force); Independence (LSU vs. Michigan State)



The Lakers' Fred Roberts keeping his eye on the ball after flooring the Suns' Charles Barkley. Phoenix won, 114-113.

Last-Second Shot Lifts Cavs Over Bucks

The Associated Press

Chris Mills sank a short bank shot over Glen Robinson with less than a second remaining as the Cleveland Cavaliers beat the Milwaukee Bucks, 89-87.

The Cavaliers won for the fourth time in five games Saturday despite blowing a 10-

NBA ROUNDUP

point lead in the final three minutes. The Bucks outscored Cleveland, 12-4, down the stretch. It was Cleveland's seventh straight victory against Milwaukee.

Bobby Phills led the Cavaliers with 19 points and Mills scored 15. Michael Cage had 14 points and 10 rebounds.

Robinson scored 24 and Vin Baker had 18 points and 14 rebounds for the Bucks.

Hawks 114, Raptors 102 Ken Norman matched his season high of 21 points, including 13 in the third quarter, to lead Atlanta over Toronto in Atlanta. The victory snapped Atlanta's two-game losing streak and gave Coach Lenny Wilkens, the National Basketball Association's winningest coach, his 975th victory.

In their first matchup with the expansion Raptors, the Hawks took the lead for good at the start of the second quarter when Steve Smith hit an 18-foot jump shot to break a 25-25 tie that ended the first period.

The Hawks' Stacey Augmon

had 18 points, while Tracy Murray scored 22 for Toronto. Heat 111, Grizzlies 91 Paced by Alonzo Mourning and Sasha Danilovic, Miami won on a 30-8 spurt midway through the second half to spark the Heat over Vancouver in Miami.

Mourning finished with a season-high 30 points, while Danilovic scored 9 of his 16 points in the third quarter.

Benoit Benjamin scored 22 points, and Blue Edwards had 20 to lead the Grizzlies, who have now lost 11 straight.

Knicks 103, Rockets 98 Patrick Ewing scored 27 points, grabbed 11 rebounds and blocked four fourth-quarter shots to lead New York over Houston, the two-time NBA champion, in New York and snap the Rockets' seven-game winning streak.

Richard Dumas had 20 points, and Jerry Stackhouse, a rookie, and Clarence Weatherspoon scored 18 apiece for Philadelphia.

Knicks 103, Rockets 98 Patrick Ewing scored 27 points, grabbed 11 rebounds and blocked four fourth-quarter shots to lead New York over Houston, the two-time NBA champion, in New York and snap the Rockets' seven-game winning streak.

New York won its fifth in a row with defense, blocking five shots in the fourth period and nine overall while dominating the defensive boards.

With Houston center Hakeem Olajuwon in foul trouble most of the game, Charles Oakley (17 points) and Anthony Mason (15) added 10 rebounds apiece.

Olajuwon, whose nine points ended a string of 25 games in double figures, was ejected with 4:13 left, as was Houston's coach, Rudy Tomjanovich.

Clyde Drexler led the Rockets with 18 points.

Nuggets 94, Jazz 91 In Denver, Dikembe Mutombo hit four free throws in the final 50 seconds, including two with nine seconds left, and Dale Ellis scored 22 points as Denver ran its winning streak to three in a row.

Young 107, 76ers 89 Darryl Marshall scored a season-high 24 points as Golden State won in Philadelphia, handing the 76ers their seventh straight loss. Chris Mullin had 17 points and Rony Seikaly added 16.

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Pistons 94, Jazz 91 In Denver, Ted Klima's wrist shot from the top of the right faceoff circle past the goaltender, Jamie McLennan, at 19:57 of the second period to break a 1-1 tie.

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Young 107, 76ers 89 Darryl Marshall scored

Milan Heads for the Top; Bayern Slips Up

Reuters

AC Milan, whose coach Fabio Capello said in midweek that he might switch clubs next year opened a gap at the top of serie A Sunday with an easy 3-0 victory over Piacenza.

Dejan Savicevic, Christian Panucci and Paolo Maldini, scored for Milan. All three

Ajax was already in Tokyo for the Intercontinental Cup against Gremio of Brazil and did not play.

GERMANY Bayern Munich squandered a glut of chances to tie Cologne, 0-0 on Sunday. Cologne is at the bottom of the table in the Bundesliga. Bayern lost ground to the leader, Borussia Dortmund.

A virtuous performance from the former national goalkeeper, Bodo Illgner, kept out close-range shots from half of Bayern's expensive "dream team," and when he was beaten, the woodwork thwarted both Jürgen Klinsmann and Christian Nerlinger.

The result left longtime leaders Bayern in second place, two points behind the reigning champions Dortmund, which won 2-0 at Uerdingen on Saturday.

Cologne, with just one victory in 15

matches, was two points adrift of Freiburg and Fortuna Düsseldorf at the bottom.

Dortmund, fielding a depleted team, rode its luck on Saturday to win, 2-0, at lowly Uerdingen, extending its league lead to three points and its unbeaten run to 12 games.

SPAIN Atlético Madrid regained first place in the first division Sunday with a 3-1 home victory over Real Oviedo. Barcelona could only tie, 1-1, at Real Sociedad on Saturday in a scrappy game affected by rain.

Atletico was propelled to victory by goals from two midfielders: Juan Vizcaya, who scored midway through the first half, and Diego Simeone, who finished off a fine move right after the break. Defender Juan Lopez added the third with a superbly-struck volley just two minutes from the end of the match.

On Sunday night, Real Madrid slid further behind the leaders with a goal-less tie to Sporting Gijón.

FRANCE Parc des Princes struck twice to

lead Paris Saint-Germain to a 3-0 victory over Bordeaux on Saturday and enabled his

club to complete the first half of the French league season with a solid seven-point lead over second-place Auxerre.

Stephane

Camot

scores

twice

for

Guingamp, which won with 10 men; defender Vincent Candela was sent off.

Guingamp, from Brittany, played in the

third division only two years ago. It lies

just behind Auxerre.

ENGLAND Newcastle United's game

against Leeds on Saturday may well prove

a watershed, the moment when its

hopes might have dimmed.

Newcastle looked on the point of sur-

rendering a 100 percent home record this

season. They were down, 1-0, with 20

minutes to go and Leeds playing well.

But, in the space of 90 seconds, the

Magpies

scores

twice to win the game, and

put six points clear of Manchester United.

On Sunday, Blackburn Rovers, the

beleaguered reigning champion, tied, 0-0, at

high-flying Arsenal. Although Blackburn is

still searching for its first away victory of the

season, at least the team regained some self-

respect.

Four days after the fight between Black-

burn teamates Graeme Le Saux and

David Barry during the team's aobject dis-

play in losing, 3-0, to Spartak Moscow in

the Champions League, Blackburn pro-

duced a unified front to secure only their

second away point this season.

Barry's first pass to Le Saux after five

minutes raised gentle, ironic cheers from the

crowd.

SCOTLAND Aberdeen ended five barren

years without a trophy when goals from

Billy Dodds and Duncan Shearer gave

them a 2-0 victory over Dundee in the

Scottish League Cup Final at Hampden

Park on Sunday.

JAPAN Striker Masahiro Fukuda of the

Urawa Red Diamonds became the first

Japanese top scorer in Japan's J.League

when he scored from the penalty spot in the

final regular-season match Saturday. It was

his 32nd goal. Salvatore Schillaci was

second with 31 goals.

■ Bribery Charges

After 16 months of arrests, detentions, bans and investigations into a multimillion dollar corruption scandal a businessman has been charged with bribery and match-fixing. Malaysian newspapers reported on Sunday.

Reuters reported from Kuala Lumpur, a Singapore marine businessman, Rajendran Kurnasamy, 35, pleaded innocent when charged with bribing an assistant coach to fix a Premier League match in December 1993.

The court in Penang released him Saturday on \$32,000 bail.

Rajendran is alleged to have given \$200 to Penang state soccer team assistant coach Abdul Aziz Bakar in December 1993 to fix and influence the results of a 1994 match in the Raja Sayang Hotel in Penang.

But Rajendran's release from court detention was cut short as police took him into custody as he left court and were holding him. If convicted, Rajendran faces a maximum five-year jail term or a fine of \$4,000 or both.

Police and soccer organizations began investigations into massive bribery and match-fixing scandals in July 1994 after news reports said as much as \$600,000 had been paid out in bribes to players and coaches to fix matches.

Fifty-eight other players have since been suspended from local and international soccer for one to five years. Eleven players have been banned for life. Police have questioned more than 125 players and coaches in connection with the scandal, but Rajendran is the first to be formally charged. Some players suspected of taking bribes have been banished to remote areas.



Oliver Bierhoef of Udinese, outjumps Sisilia Mihajlovic of Sampdoria. But Mihajlovic finished on top, scoring the only goal of the game, Sunday.

Slovenian Edges Austrian to Win Slalom Race

Compiled by Our Staff From Dispatches

PARK CITY, Utah — Andrej Miklavc of Slovenia edged out Christian Mayer of Austria by one-hundredth of a second to win the World Cup slalom on Sunday.

Miklavc finished with a combined time of one minute, 38.72 seconds after a second run of 47.92 seconds. Mayer's final run was 48.25 seconds.

Fabio De Crignis of Italy was third in 1:38.84 with Sébastien Amiez of France fourth in 1:38.95. Amiez led after his first run of 49.49 seconds as he continued his surprisingly strong slalom skiing.

Runner-up in the season opener last week, the Frenchman took advantage of the No. 1 start position to post a time of 49.49 seconds, a soft course that deteriorated markedly for those who started later.

The reigning overall champion, Alberto Tomba of Italy, was fourth in 1:39.02.

who was virtually unbeatable in slalom last season, straddled a gate halfway down the first run after skiing and failed to finish.

The same fate befell Michael Trötscher of Austria, winner of last week's first World Cup slalom, and Michael von Grünigen of Switzerland, the World Cup overall leader and winner of Saturday's giant slalom.

The five-time World Cup champion, Marc Girardelli of Luxembourg, troubled by an ankle sprain, did not start.

On Saturday, Von Grünigen overcame a first-run deficit of .09 seconds to a short-lived lead during the second run. But von Grünigen, who started just after Kjus, finished with second place if he would have won by more than two-hundredths.

Kjus overcame a first-run deficit of .09 seconds to a short-lived lead during the second run. But von Grünigen, who started just after Kjus, finished with second place if he would have won by more than two-hundredths.

"I wanted to win this race," he said. "I would have been happy with second place if he would have won by more than two-hundredths."

"I like it very hard. But every race this year has been this way, so great form helped me win."

Hans Knaus of Austria prevented Urs Kaelin of Switzerland from getting his third

for the third straight time. For Kjus, the loss by .02 seconds was bitter.

"I wanted to win this race," he said. "I would have been happy with second place if he would have won by more than two-hundredths."

"I like it very hard. But every race this year has been this way, so great form helped me win."

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Herald Tribune
INTERNATIONAL
SPORTS

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MONDAY, NOVEMBER 27, 1995

WORLD ROUNDUP

Fed Cup a Crowd-Pleaser as Spain Upends U.S. Team**8 Killed in Nagpur**

CRICKET At least eight cricket fans were killed and 50 injured on Sunday after a stadium terrace wall collapsed at Nagpur during the fifth one-day international match between India and New Zealand.

Three people sitting on the wall at the Vidarbha Cricket Association stadium were killed and another five people were believed to have died later in the hospital, officials at the stadium said.

The match went ahead. "There would have been a riot if we had suspended play," said an official.

New Zealand beat India by 99 runs to level the series at 2-2. (Reuters)



Vladimir Smirnov winning the 10-kilometer cross-country race in Finland.

Smirnov Wins Opener

SKIING Vladimir Smirnov of Kazakhstan won the opening 10-kilometer cross-country race of the men's Nordic season in Vuokatti, Finland, on Sunday. Smirnov finished more than 36 seconds faster than Sami Ropponen of Finland. Johann Muehlegg of Germany was third another 2.7 seconds back. (Reuters)

Collins Keeps Title

BOXING Steve Collins of Ireland retained his World Boxing Organisation super-middleweight title when he beat Cornelius Carr of England on points over 12 rounds in Dublin on Saturday. (Reuters)

Britain Qualifies for Games

Britain and the Netherlands secured the final two places at the 1996 Olympics on the final day of an eight-nation women's field hockey qualifying tournament in Cape Town. South Korea, Argentina and Germany already had ensured they would finish among the five qualifiers from the tournament. Britain beat South Africa, 3-0, while the Dutch beat Germany, 3-2. (Reuters)

Heavyweight Victory

WEIGHTLIFTING Andrei Chemerkin of Russia, who weighs 158 kilograms (347 pounds) won the heavyweight division — for lifters over 108 kilograms — at the world championships. He lifted a total of 442.5 kilograms in the two categories. Erika Takacs captured the title in the women's 83-kilogram class. (Reuters)

Peter Graf to Take Blame

TENNIS The father of the German tennis star Steffi Graf is ready to accept full responsibility in a million-dollar tax evasion case to shield his daughter from taking any blame, the news weekly Focus reported. Peter Graf has been in jail since August on suspicion of evading tax on millions of marks earned by Steffi Graf, who is also being investigated, but authorities have so far seen no need to arrest her.

Focus quoted Peter Graf's lawyers as saying he planned to make his offer Tuesday to the prosecutors' office in Mannheim. (Reuters)

By Christopher Clarey
Special to the *HT*

VALENCIA, Spain — To nobody's surprise, the home team had just clinched the Fed Cup trophy, and a fan was brandishing a piece of cardboard in the afternoon sun. On one side was scrawled, "Vamos Arantxa." On the flip side was written, "Vamos Conchita."

Arantxa and Conchita. Conchita and Arantxa. It has been this way in Spain since they played their first official match against each other in 1985 in the final of the national under-14 championship. They were tomboys then, sporting closely cropped hair and tennis shorts instead of skirts.

Arantxa Sánchez (she had not yet opted for Sánchez Vicario) beat Conchita Martínez that afternoon in straight sets. At the time, world-class women's tennis did not exist in Spain and had not existed since the late 1920s when Lili Alvarez reached three consecutive Wimbledon finals, losing all three.

But the two gifted girls born only four months apart in northern Spain — Martínez in rural Monzón and Sánchez in bustling Barcelona — would change all that.

And this weekend, in front of a crowd of 6,000 Valencians who a decade ago certainly never would have paid 5,000 pesetas each to watch women play tennis, Martínez and Sánchez Vicario joined forces again to remind their sport of just how far they have come.

Spain's 3-2 victory over the United States in the Fed Cup final was its third straight triumph in this women's international team event and its fourth in the last five years.

Germany might have the world's best player in Steffi Graf. The United States might have the world's best immigrant in Monica Seles. But Spain still has the best one-two combination, particularly on the slow and gritty red clay on which this tie was played at the Club de Tenis Valencia.

Neither Spaniard lost a set in the matches that counted. On Saturday, Martínez opened with a 7-5, 7-6 (7-3) victory over Chanda Rubin, a late-hour replacement for Seles who is still suffering from knee and ankle ailments.

Sánchez Vicario, not at her best since Wimbledon, followed with a buoyant, convincing 6-3, 6-2 victory over Mary Jo Fernandez. That meant Spain needed only one more point in Sunday's three final matches to clinch the title.



Spain's Fed Cup team: Conchita Martínez, left; Arantxa Sánchez Vicario, Virginia Ruano and María Sánchez Lorenzo.

Martínez went first at 11 A.M. Never a morning person and still suffering from a sore neck, she did not play her best, but she played well enough when necessary to snuff out what little suspense remained, beating Fernandez 6-3, 6-4 to clinch the Cup. What followed was good for the score line but relatively insignificant: Rubin's 1-6, 6-4, 6-4 victory over Sánchez Vicario;

and Gigi Fernandez's and Lindsay Davenport's 6-3, 7-6 (7-3) doubles victory over Virginia Ruano-Pascal and María Sánchez Lorenzo.

"I was thinking more about the party tonight than anything else," Sánchez Vicario said.

If this had been Davis Cup, the 3-0 Spanish lead would have resulted in an

entire day of meaningless tennis. But in the new-look Fed Cup, ties are played over a period of two days, not three, in order to keep the action interesting.

It is a good idea, just as the change in format was a good idea: evolving from a one-week competition in Frankfurt involving 32 nations to a single elimination format with eight teams that resembles Davis

Cup but does not duplicate it. It is a change that gives each match its own character and allows the competition to gather momentum.

What it did not do this year was change the outcome. A year ago, at the end of the week's play in Frankfurt, Martínez and Sánchez Vicario beat the Americans to win the Cup. This year, they had the pleasure of beating the Americans at home, even if the crowd never seemed to give full voice to its enthusiasm.

"It's special and different to win at home," Sánchez Vicario said. "For us, this is like a world championship, and we hope to hang onto it."

If Seles plays for the United States and Graf plays for Germany, it could certainly be more difficult for the Spaniards in 1996. But there will still be

Arantxa and Conchita.

"To tell you the truth, I really can't explain how Arantxa and I happened to come along at the same time," Martínez said.

Serendipity certainly played a role, but there are some clues. For one, sport under Spain's military dictator General Francisco Franco, who died 20 years ago last week, was very much a male affair. And in this Catholic and conservative country, women have only recently begun to break out of traditional roles.

If there is a common thread between the two players, it comes in the tall, colorful and often irascible form of Dutchman Eric Van Harpen, who coached Sánchez Vicario during her early teens and was the driving force behind Martínez's rapid rise to the top as a teenager and her surprise victory at Wimbledon in 1994.

But Martínez, now coached by Carlos Kirimsy, and Sánchez Vicario do not share much more than that. They are friendly but not friends, and very different personalities.

Sánchez Vicario is an overachiever and extrovert; full of pluck and personality. Martínez is more gifted but less dedicated, though she calls herself a perfectionist, and her sullen on-court demeanor has never made her a crowd favorite.

Nonetheless, the two women will always be linked in the minds of Spaniards, and Sunday as they did a victory lap around the stadium court, each had a hand on the polished silver cup that went to the winners.

"Otra, otra," chanted the crowd.

They were asking for another lap, but they could just as well have been asking for another Fed Cup victory next year.



Andy Harmon of the Eagles sacking Heath Shuler, the Redskins quarterback.

Colts Give the Dolphins Another Jolt

The Associated Press

Jim Harbaugh stopped the Miami Dolphins again, and Dan Marino still set another record in a losing effort.

Marino, already the National Football League career leader in passing yardage and completions, passed for four touchdowns to break the career record of 342 he shared with Fran Tarkenton. But three TD passes and a one-yard touchdown run by Harbaugh gave the Indianapolis Colts a 38-28 victory at home Sunday.

Harbaugh, the league's top-rated quarterback, was 12 of 18 for 180 yards. In the first game against the Dolphins this season, he was 23 of 33 for a career-high 319 yards and three TDs as the Colts came from 21 points down to win, 27-24, in overtime.

He didn't need a rally this time, though, as the Colts took sole possession of second place in the AFC East, one game behind Buffalo, and a big step toward their first playoff berth since 1987.

Indianapolis (7-5) scored on its first four possessions, sacked Marino four times, forced him to fumble once and made one interception. One of three sacks by Tony Bennett was in the end zone for a third-quarter safety.

The Dolphins (6-6), losing for the sixth time in eight games, fell behind 24-0 and did not cross midfield until the closing minutes of the first half, when a 15-yard run by Bernie Parmalee took them to the Indianapolis 42. Three plays later, a pass interference penalty on the Colts' Jason Belser put Miami at the 5, and after a 24-yard loss by Parmalee, Marino hit Keith Byars in the corner of the end zone for his 343rd career touchdown pass.

The game was halted briefly as Marino

from his teammates and applause from the crowd. Marino was 23 of 36 for 254 yards for the game. Earlier this season, he broke Tarkenton's record for completions in the first loss to Indianapolis in October, and for passing yardage in a loss to New England two weeks ago.

Patriots 35, Bills 25 Drew Bledsoe capped an 80-yard drive with his third touchdown pass to Ben Coates with 1:23

NFL ROUNDUP

remaining as New England rallied to beat Buffalo in Orchard Park, New York.

The Patriots (5-7), who scored 21 points in the fourth quarter, put the game away when Chris Slade returned an interception 27 yards for a touchdown with 57 seconds remaining. They have won three of four after falling to 2-6. Last season, the Patriots won their final seven games to make the playoffs. They will need a similar finish this season.

Bears 27, Giants 24 In East Rutherford, New Jersey, Kevin Butler kicked a 37-yard field goal with seven seconds to play as the Bears snapped a three-game losing streak.

The kick capped an eight-play, 48-yard march that started after the Giants coach, Dan Reeves, decided to go for a first down on fourth-and-4 from the Chicago 32.

After Dave Brown's pass fell incomplete, Kramer got Chicago (7-5) into position. At the New York 20 with 12 seconds left, Butler, who earlier missed a 27-yarder, converted to send the Giants (3-9) to their fourth straight loss.

Packers 35, Buccaneers 13 Brett Favre threw three touchdowns, two of them to Robert Brooks, and guided Green Bay (8-4) on five TD drives as the Packers beat the Buccaneers in the most important game ever

between the division rivals. The teams had never before met when both had winning records. A Tampa Bay victory would have put the Buccaneers (6-6) in a tie for the NFC Central lead at the latest stage in the season since 1980. But Eric Rutherford, the NFC's third-leading rusher, was held to minus-one yard on 13 carries.

The temperature in Green Bay, Wisconsin, was near freezing after a three-inch snowfall overnight.

Bengals 17, Jaguars 13 In Jacksonville, Florida, Jeff Blake threw a five-yard scoring pass to Carl Pickens with 17 seconds remaining as Cincinnati rallied to defeat the Jaguars. It was the 19th straight game with a TD pass for Blake, who entered the game with an AFC-leading 23 for the season.

The Jaguars (3-9) went ahead on a 39-yard field goal by Mike Hollis with 3:19 left and were in position to preserve the lead with the Bengals (5-7) facing a third-and-15 at their 47. But Travis Davis was called for interference at the Jaguars' 19 with 37 seconds remaining. After an incompleteness to Pickens, Blake found him in the back of the end zone and tossed him the game-winner.

Eagles 14, Redskins 7 Ricky Watters ran nine yards for one touchdown, used a few creative moves to set up another and went over the 1,000-yard mark as visiting Philadelphia beat Washington. The Eagles (8-4) have won three straight and seven of their last eight, since Rodney Peete replaced Randall Cunningham at quarterback. Washington (3-9) has lost four in a row.

Watters ran 124 yards on 25 carries to break the 1,000-yard barrier for the second time in his career.

Heath Shuler started his first game since the season opener and was 12 of 27 for 164 yards and had a fourth-quarter interception.

	AMERICAS	MIDDLE EAST	ASIA/PACIFIC
Greece	80-800-1311	800-001	Argentina* 001-200-200-1111
Hungary	000-800-01111	Cyprus* 000-900-010	Bolivia* 0-800-1112
Iceland	800-900-0001	Egypt (Cairo) 510-0200	Brazil 000-8010
Ireland	1-800-650-000	Israel 177-100-2727	Canada 1-800-225-5288
Italy	172-1011	Jordan 18-800-800	Chile 1-23-0-3111
Lithuania*	80196	Kuwait 800-288	Colombia 800-11-0010
Luxembourg	0-800-0111	Lebanon (Beirut) 11-426-801	Ecuador* 599-119
Macedonia, FYR** 111-99-880-4288	Malta 0-800-000-110	Qatar 000-011-77	Egypt 190
Moscow*	19-0011	Saudi Arabia 1-800-10	Guatemala 190
Netherlands*	06-022-9111	Syria 0-801	Honduras 123
Norway	800-190-110	U. Arab Emirates 500-121	Mexico 90-800-452-0240
Poland** 00141-111-01111	Portugal 0-800-1-288	Paraguay 174	Panama 109
Austria** 022-903-0111	Romania 0-800-4288	Persia 0-801	Pent. 171
Belgium 0-800-100-10	Romania 0-800-4288	Venezuela 80-011-120	Venezuela* 1
Bulgaria 99-385-4288	Russia 0-420-00101	Gabon 00-001	
Croatia** 00-420-00101	Spain 0-800-99-00-11	Gambia 00111	
Czech Republic 00-420-00101	Sweden 0-20-795-611	Shane 000-10	
Denmark 8001-000-10	Switzerland 155-00-11	Kenya 000-10	
Finland 9806-100-10	Turkey 0-800-12277	Liberia 197-197	
France 19-00111	Ukraine 0-801-00-11	Morocco 002-11-0011	
Germany 0130-0010	United Kingdom 0-800-99-0011	Sierra Leone 1100	
Gibraltar 8800	Zimbabwe 0-800-89-0011	South Africa 0-800-99-0123	
		Zambia 00-899	
		Zimbabwe 110-899	